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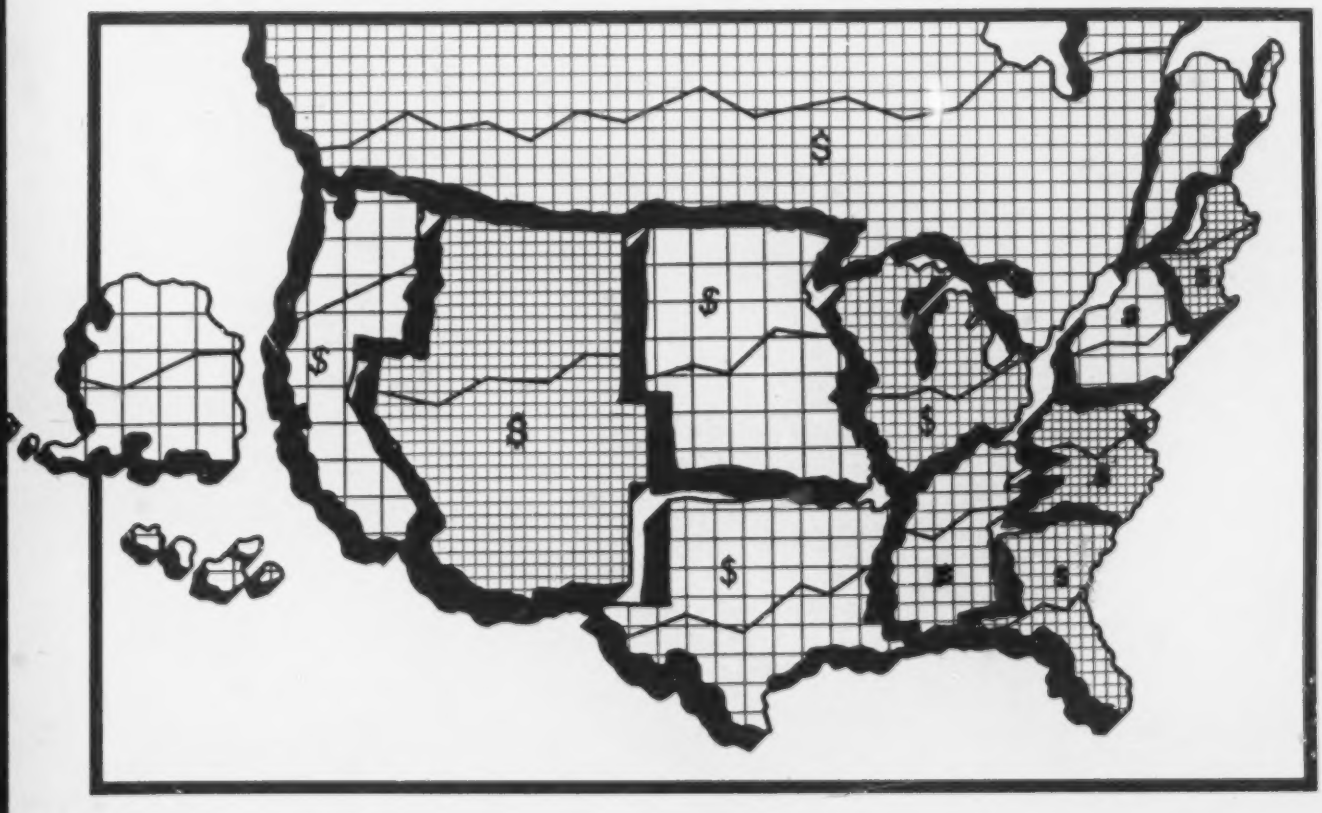
1991 - 1992 Faculty Salaries

in Graduate Departments of Psychology



1991-92 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

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TABLE OF CONTENTS

Background

Method

Structure of the Report

Caveats and Changes from Previous Reports

References

Notes to Tables

Faculty Salaries in U.S. Doctoral Departments of Psychology

Table 1. Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank: 1989-90 to 1991-92

Table 2. Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank: 1989-90 to 1991-92

Table 3. Distribution of 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

Table 4. Summary Statistics: 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

Table 5. 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments by Region, Rank, and Years in Rank

Table 6. 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments in Public Institutions by Region, Rank, and Years in Rank

Table 7. 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments in Private Institutions by Region, Rank, and Years in Rank

Table 8. 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department, Rank, and Years in Rank

Table 9. 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department and Years Since Doctorate

Table 10. 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

Table 11. 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

Table 12. 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Private Institutions by Region, Rank, and Years in Rank

Faculty Salaries in U.S. Master's Departments of Psychology

Table 13. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank: 1989-90 to 1991-92

Table 14. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 1989-90 to 1991-92

Table 15. Distribution of 1991-92 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

Table 16. Summary Statistics: 1991-92 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

Table 17. 1991-92 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank

Table 18. 1991-92 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

Table 19. 1991-92 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank

Table 20. 1991-92 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Years Since Doctorate

Faculty Salaries in Canadian Graduate Departments of Psychology

Table 21. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank: 1989-90 to 1991-92

Table 22. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank and Years in Rank: 1989-90 to 1991-92

Table 23. Distribution of 1991-92 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Table 24. Summary Statistics: 1991-92 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Table 25. 1991-92 Salaries for Full-time Faculty in Canadian Doctoral Departments by Years Since Doctorate

Other Salaries and Benefits for Specific Faculty Positions in U.S. and Canadian Graduate Departments of Psychology

Table 26. 1991-92 Starting Salaries and Expected 1992-93 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology

Table 27. 1991-92 Salaries and Benefits for Department Chairs in U.S. and Canadian Graduate Departments of Psychology

Table 28. Determinants of Salary Raises for Faculty in U.S. and Canadian Graduate Departments of Psychology

Table 29. Salary Raises for Faculty in U.S. Graduate Departments of Psychology by Region

Table 30. 1991-92 Salaries for Full-time Faculty in U.S. Graduate Departments of Psychology by Gender, Rank and Years in Rank

Appendix A

Table A. Response Rates for Selected Subgroups: 1991-92 Survey of Graduate Departments of Psychology

Appendix B. States Comprising Geographic Regions in the United States

1991-92 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Background

Graduate departments of psychology have been surveyed on faculty salaries since the mid 1960s, originally by the Council of Graduate Departments of Psychology (COGDOP), and after 1978 by COGDOP in conjunction with the American Psychological Association (APA). Subsequent years saw the survey broaden in scope to cover more diverse issues concerning graduate education, and two years ago it was split into two separate components. This report presents results of the initial phase of the survey, addressing faculty salaries.

Method

The Faculty Salaries portion of the 1991-92 Survey of Graduate Departments of Psychology was mailed in October 1991 to U.S. and Canadian graduate departments of psychology listed in Graduate Study in Psychology and Associated Fields (APA, 1991), in addition to current members and affiliates of the National Council of Schools of Professional Psychology. The questionnaire requested information on employment status, rank, years in rank, highest degree and year awarded, and salary for all faculty members. A second mailing was conducted for departments that had not yet responded in December.

An overall response rate of 66% was obtained; 425 departments and professional schools of the 642 surveyed provided usable information. Data presented in this report are based on 7,160 faculty who hold doctorates, who are employed full time, and for whom the relevant data were available. Included in this total are 5,135 faculty in 272 U.S. doctoral departments, 1,602 faculty in 137 U.S. master's departments, and 423 faculty in 16 Canadian departments.

Consistent with previous efforts, response rates varied considerably, depending on the geographic location of the institution, the highest degree offered by the department (doctoral or master's), whether the institution is public or private, and the department type. Response rates in the U.S. were higher for doctoral departments (72%) than for master's departments (59%). Departments in the U.S. overall were much more likely to have completed the survey than Canadian departments. Psychology departments were more likely than other types of academic units (e.g., professional schools or educational psychology departments) to have provided data.

Structure of the Report

Results are presented separately for: (1) U.S. doctoral departments; (2) U.S. master's departments; and (3) Canadian departments. Salaries are broken out along several dimensions for U.S. doctoral departments: geographic region, public or private institution status, and by type of department (e.g., psychology, professional school of psychology, or human development). Among master's departments, most respondents were psychology departments; thus, detailed breakdowns are limited to this group only. Analyses of Canadian faculty salaries concentrate on doctoral-level

departments as there were so few master's-level departments providing data.

Most salaries are presented according to academic rank and years in rank, or by years since earning the doctoral degree. Other salary data presented include those for beginning faculty and department chairs, determinants of raises, and a comparison of academic salaries for men and women. An additional table this year addresses whether faculty received raises across U.S. geographic regions.

Caveats and Changes from Previous Reports

It is important that readers of this report consider possible error introduced by nonresponse. Comparisons of respondents with nonrespondents indicated few marked differences in terms of the geographic distribution for U.S. doctoral departments and for doctoral psychology departments, in particular. However, the response rate for master's departments was lower both overall and especially for those departments in private institutions. In addition, only half of the Canadian departments responded to the survey, all of them at the doctoral level. Thus, in reading the results, the appropriate response rate should always be consulted (see Appendix A).

Several tables report percentage changes in average salaries over the past two years. These percentages are discussed in both monetary terms (as measured in current dollars) and in real terms (those that have been adjusted for inflation). Adjustments are based on the rates of inflation reported by the U.S. Bureau of Labor Statistics and the Embassy of Canada. It is important to note that these percentage changes are based on salary data reported by departments that responded to the survey for the respective years; they are not based on changes in faculty salaries computed on an individual basis. Thus, they are subject to the error that may be introduced by a slightly different set of departments responding to each survey.

Readers should also note that the term "Graduate Departments of Psychology" is meant broadly to encompass departments, schools, interdisciplinary programs, or other academic units that are listed in Graduate Study in Psychology and Associated Fields as offering a graduate degree in one or more areas of psychology. Departments may be called any of the following: (a) psychology; (b) educational psychology; (c) counseling psychology; (d) human development; (e) professional school; (f) counseling, guidance and counselor education; (g) school psychology; (h) education; or (i) other, but these department names are not synonymous with program areas. For example, a program in counseling or school psychology may be found in any one of several categories. Almost two thirds of the departments award degrees in multiple areas of psychology. The remaining third tend to be departments that are more specialized, offering degrees in a few closely related areas of psychology. Thus, "graduate departments of psychology" refers to any academic unit that offers one or more graduate degrees in psychology.

REFERENCES

American Psychological Association (1991). Graduate Study in Psychology and Associated Fields, 1990, with 1991 Addendum. Washington, DC: Author.

NOTES TO TABLES

1. Medians, quartiles, means, and standard deviations are reported for the majority of analyses. The median may be the most useful measure of central tendency since it is less influenced by extreme values than the arithmetic mean. In most of the tables, both median and mean salaries are presented; observed differences reflect the skewness in the distributions.

2. No statistics are provided where the N is less than 10 or where the standard deviation is 0. In these instances, only the N is provided.

3. Statistics also were not provided when the number of responding departments was 1 or when the Ns for subgroups based on rank and years in rank were so small that aggregate statistics would not be meaningful.

4. The majority of tables report salaries for faculty in U.S. graduate departments of psychology on a 9-10-month basis. Some departments (e.g., professional schools of psychology and departments of psychology in medical schools), however, typically operate on an 11-12-month academic calendar. In these cases, the 9-10-month salaries can be converted to their 11-12-month equivalents by multiplying by 11/9.

5. Percentage changes in average salaries from 1989-90 to 1991-92 are provided in some tables. These percentages are reported in both monetary terms (as measured in current dollars) and in real terms (those that have been adjusted for inflation). This adjustment is based on the rates of inflation reported by the U.S. Bureau of Labor Statistics and the Canadian Embassy. These percentage changes are based on salary data reported by departments that responded to the survey for the respective years; they are not based on increases in faculty salaries computed on an individual basis. Thus, they are affected by the error resulting from having a slightly different set of departments responding to each survey.

6. This report uses nine categories for geographic region that correspond to the divisions used by the U.S. Department of Commerce's Bureau of the Census. The states comprising each cluster are listed in Appendix B.

FACULTY SALARIES IN U.S. DOCTORAL DEPARTMENTS OF PSYCHOLOGY

Table 1. Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank: 1989-90 to 1991-92

Table 2. Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank: 1989-90 to 1991-92

Table 3. Distribution of 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

Table 4. Summary Statistics: 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

Table 5. 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments by Region, Rank, and Years in Rank

Table 6. 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments in Public Institutions by Region, Rank, and Years in Rank

Table 7. 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments in Private Institutions by Region, Rank, and Years in Rank

Table 8. 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department, Rank, and Years in Rank

Table 9. 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department and Years Since Doctorate

Table 10. 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

Table 11. 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

Table 12. 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Private Institutions by Region, Rank, and Years in Rank

TABLE 1

Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank: 1989-90 to 1991-92

	Rank				
	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All Ranks
U.S. Doctoral Departments					
1989-90 (264 departments)	$56,335	$40,334	$32,643	$32,611	$46,730
	N=2,582	N=1,448	N=1,068	N=35	N=5,133
1990-91 (246 departments)	$60,192	$42,773	$34,791	$34,286	$49,682
	N=2,550	N=1,381	N=1,121	N=37	N=5,089
1991-92 (259 departments)	$61,223	$43,544	$35,571	$34,180	$50,665
	N=2,550	N=1,376	N=1,104	N=28	N=5,058
Percentage change in monetary salary					
1989-90 to 1990-91:	+6.8%	+6.0%	+6.6%	+5.1%	+6.3%
1990-91 to 1991-92:	+1.7%	+1.8%	+2.2%	-0.3%	+2.0%
Percentage change in real terms					
1989-90 to 1990-91:	+0.6%	-0.2%	+0.4%	-1.1%	+0.1%
1990-91 to 1991-92:	-1.7%	-1.6%	-1.2%	-3.7%	-1.4%
All U.S. Departments					
1989-90 (395 departments)	$54,145	$39,607	$32,006	$30,602	$45,075
	N=3,303	N=1,912	N=1,440	N=47	N=6,702
1990-91 (367 departments)	$57,758	$41,973	$33,966	$33,216	$47,924
	N=3,248	N=1,776	N=1,485	N=44	N=6,553
1991-92 (391 departments)	$58,982	$42,642	$34,732	$32,608	$48,941
	N=3,283	N=1,780	N=1,486	N=39	N=6,588
Percentage change in monetary salary					
1989-90 to 1990-91:	+6.7%	+6.0%	+6.1%	+8.5%	+6.3%
1990-91 to 1991-92:	+2.1%	+1.6%	+2.3%	-1.8%	+2.1%
Percentage change in real terms					
1989-90 to 1990-91:	+0.5%	-0.2%	-0.1%	+2.3%	+0.1%
1990-91 to 1991-92:	-1.3%	-1.8%	-1.1%	-5.2%	-1.3%

Source: 1990-91 and 1991-92 Surveys of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 6.2% for the period from September 1989 to September 1990 and 3.4% for the period from September 1990 to September 1991.

TABLE 2

Changes in Average Salaries of Full-Time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank: 1989-90 to 1991-92

	Full Professor				Associate Professor			Assistant Professor		Lecturer or Instructor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
1989-90 (264 departments)	$59,611 N=1,290	$55,399 N=648	$51,574 N=314	$49,902 N=330	$41,046 N=721	$40,391 N=338	$38,964 N=389	$34,118 N=441	$31,605 N=627	$36,204 N=13	$30,489 N=22
1990-91 (246 departments)	$63,624 N=1,275	$59,294 N=637	$55,859 N=310	$52,692 N=328	$43,674 N=710	$43,063 N=309	$40,759 N=362	$36,159 N=489	$33,732 N=632	$38,953 N=12	$32,045 N=25
1991-92 (246 departments)	$64,987 N=1,249	$59,404 N=613	$57,514 N=310	$54,757 N=346	$44,582 N=649	$44,009 N=281	$41,816 N=413	$36,571 N=460	$34,855 N=630	$37,446 N=14	$30,983 N=13
Percentage change in monetary salary											
1989-90 to 1990-91:	+6.7%	+7.0%	+8.3%	+5.6%	+6.4%	+6.6%	+4.6%	+6.0%	+6.7%	+7.6%	+5.1%
1990-91 to 1991-92:	+2.1%	+0.2%	+3.0%	+3.9%	+2.1%	+2.2%	+2.6%	+1.1%	+3.3%	-3.9%	-3.3%
Percentage change in real terms											
1989-90 to 1990-91:	+0.5%	+0.8%	+2.1%	-0.6%	+0.2%	+0.4%	-1.6%	-0.2%	+0.5%	+1.4%	-1.1%
1990-91 to 1991-92:	-1.3%	-3.2%	-0.4%	+0.5%	-1.3%	-1.2%	-0.8%	-2.3%	-0.1%	-7.3%	-6.7%

Source: 1990-91 and 1991-92 Surveys of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 6.2% for the period from September 1989 to September 1990 and 3.4% for the period from September 1990 to September 1991.

TABLE 3

Distribution of 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology

	Full Professor				Associate Professor			Assistant Professor	
9-10-month salary	12 or more years in rank	6 - 11 years in rank	3 - 5 years in rank	Less than 3 years in rank	6 or more years in rank	3 - 5 years in rank	Less than 3 years in rank	3 or more years in rank	Less than 3 years in rank
$90,000 or more	99	18	6	10					
85,000-89,999	37	6	4	3					
80,000-84,999	63	15	6	5					
$79,000-79,999	10	4	2	2					
78,000-78,999	26	7	2	1					
77,000-77,999	23	2		4					
76,000-76,999	21	2	1	2					
75,000-75,999	23	10		2			1		
$74,000-74,999	17	4	3						
73,000-73,999	19	10	4	2					
72,000-72,999	35	13	3		1				
71,000-71,999	22	5	2						
70,000-70,999	39	13	5	3		1	1		
$69,000-69,999	19	12	7			1			
68,000-68,999	26	8	6	2	1				
67,000-67,999	26	7	6	1					
66,000-66,999	32	22	3	5			2		
65,000-65,999	20	16	5	7	2		1		
$64,000-64,999	25	11	4	3	5	1			
63,000-63,999	24	19	8	5	3				
62,000-62,999	31	14	9	8	4	1			
61,000-61,999	32	10	4	5	6		2		
60,000-60,999	38	29	21	11	1	1	1		
$59,000-59,999	44	18	11	11	7				
58,000-58,999	27	28	13	9	11	3			
57,000-57,999	32	15	8	4	5	2	1		
56,000-56,999	49	21	13	9	10	5	2		
55,000-55,999	38	27	17	19	9	5	3		
$54,000-54,999	33	27	11	12	11	2	2	1	
53,000-53,999	37	17	6	21	20	4	4	1	1
52,000-52,999	23	27	8	15	5	7	5	1	
51,000-51,999	19	22	16	28	25	6	6		
50,000-50,999	30	22	15	13	16	10	10		
$49,000-49,999	22	13	9	12	30	5	6	2	
48,000-48,999	27	13	12	11	36	10	13	4	
47,000-47,999	21	19	8	16	37	9	16	4	1
46,000-46,999	26	12	11	10	22	14	15	4	1
45,000-45,999	22	14	6	17	25	23	16	8	4
$44,000-44,999	12	10	6	8	38	16	17	12	4
43,000-43,999	18	16	5	7	33	31	30	9	6
42,000-42,999	19	14	5	9	38	15	20	18	12
41,000-41,999	10	5	8	3	32	18	27	8	15
40,000-40,999	7	8	2	9	34	16	37	30	22
$39,000-39,999	2	2	3	6	16	11	38	26	25
38,000-38,999	9	3	1	7	23	21	35	47	43
37,000-37,999	5	2	2	3	32	10	14	36	41
36,000-36,999	1	1	2	1	18	10	15	29	59
35,000-35,999	4			2	20	3	21	37	65
$34,000-34,999	4		1	2	16	6	19	41	59
33,000-33,999					23	7	14	39	64
32,000-32,999				1	12	2	7	23	63
31,000-31,999	1				11	3	6	23	53
30,000-30,999					4	1	3	25	54
$29,000-29,999					3		2	14	15
28,000-28,999					2	1	1	6	16
Less than $28,000					2			12	7
N	1,249	613	310	346	649	281	413	460	630

Source: 1991-92 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

TABLE 4

Summary Statistics: 1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

Rank and Years in Rank	Median	Percentiles 10%	25%	75%	90%	Mean	SD	N
FULL PROFESSOR:								
12 or more years in rank	62,459	46,395	53,916	74,335	87,000	64,987	16,054	1249
6 - 11 years in rank	57,628	45,117	50,900	66,275	75,050	59,404	12,340	613
3 - 5 years in rank	56,043	44,422	49,653	62,688	71,800	57,514	11,802	310
Less than 3 years in rank	52,442	42,000	47,040	59,671	68,500	54,757	12,531	346
Not specified	54,328	40,000	47,250	64,189	70,000	55,003	11,823	32
All years	58,558	45,024	50,975	69,360	80,742	61,223	14,770	2550
ASSOCIATE PROFESSOR:								
6 or more years in rank	44,154	34,452	38,755	49,330	55,000	44,582	7,787	649
3 - 5 years in rank	43,344	36,667	39,485	47,500	52,815	44,009	6,577	281
Less than 3 years in rank	40,909	34,500	38,000	45,100	49,500	41,816	6,427	413
Not specified	40,942	31,192	34,855	44,858	51,820	40,813	7,630	33
All years	43,000	34,570	38,456	47,900	53,092	43,544	7,263	1376
ASSISTANT PROFESSOR:								
3 or more years in rank	36,271	30,603	33,188	39,598	42,964	36,571	4,872	460
Less than 3 years in rank	34,532	30,300	32,000	37,000	40,000	34,855	3,833	630
Not specified	34,874	29,700	32,640	36,900	39,300	34,941	3,854	14
All years	35,000	30,438	32,495	38,435	41,250	35,571	4,375	1104

Source: 1991-92 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries.

TABLE 5

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
ALL U.S. REGIONS (259 departments)						
Full professor						
12 or more years in rank	62,459	53,916	74,335	64,987	16,054	1249
6 - 11 years in rank	57,628	50,900	66,275	59,404	12,340	613
3 - 5 years in rank	56,043	49,653	62,688	57,514	11,802	310
Less than 3 years in rank	52,442	47,040	59,671	54,757	12,531	346
All years	58,558	50,975	69,360	61,223	14,770	2550
Associate professor						
6 or more years in rank	44,154	38,755	49,330	44,582	7,787	649
3 - 5 years in rank	43,344	39,485	47,500	44,009	6,577	281
Less than 3 years in rank	40,909	38,000	45,100	41,816	6,427	413
All years	43,000	38,456	47,900	43,544	7,263	1376
Assistant professor						
3 or more years in rank	36,271	33,188	39,598	36,571	4,872	460
Less than 3 years in rank	34,532	32,000	37,000	34,855	3,833	630
All years	35,000	32,495	38,435	35,571	4,375	1104
All ranks: All years	47,500	38,600	59,200	50,665	15,816	5058
NEW ENGLAND (19 departments)						
Full professor						
12 or more years in rank	69,246	59,925	77,130	69,865	13,094	94
6 - 11 years in rank	56,610	52,100	63,250	60,390	11,769	45
3 - 5 years in rank	54,213	50,763	60,000	58,077	10,599	21
Less than 3 years in rank	50,338	47,318	55,500	54,669	12,710	20
All years	61,522	52,670	74,719	64,433	13,705	180
Associate professor						
6 or more years in rank	46,025	42,385	53,080	47,402	7,276	51
3 - 5 years in rank	44,824	40,063	48,000	44,739	5,992	26
Less than 3 years in rank	42,040	38,122	46,660	42,387	6,072	29
All years	45,000	40,610	49,010	45,377	6,939	106
Assistant professor						
3 or more years in rank	39,600	37,600	41,875	38,955	3,827	28
Less than 3 years in rank	36,000	32,750	38,650	35,524	3,342	36
All years	38,200	34,000	39,600	37,009	3,899	65
All ranks: All years	50,460	40,952	62,004	53,460	15,725	353
MID ATLANTIC (40 departments)						
Full professor						
12 or more years in rank	70,110	59,637	81,484	71,692	16,796	177
6 - 11 years in rank	65,233	57,993	73,997	65,839	12,393	76
3 - 5 years in rank	62,466	56,797	69,000	63,167	10,500	58
Less than 3 years in rank	59,746	52,923	65,217	62,127	14,931	67
All years	65,000	56,801	75,358	67,266	15,324	385
Associate professor						
6 or more years in rank	51,092	45,600	55,863	50,669	7,395	121
3 - 5 years in rank	44,859	42,336	52,232	46,890	7,210	43
Less than 3 years in rank	45,159	40,634	48,200	45,134	8,098	62
All years	47,826	43,500	53,642	48,424	7,880	231
Assistant professor						
3 or more years in rank	37,710	33,700	42,000	37,892	5,862	73
Less than 3 years in rank	36,300	34,000	38,568	36,418	3,633	65
All years	37,000	33,920	40,165	37,255	4,914	143
All ranks: All years	53,486	43,241	65,775	55,856	17,045	760

TABLE 5 (continued)

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
EAST NORTH CENTRAL (44 departments)						
Full professor						
12 or more years in rank	59,417	53,424	69,850	62,088	13,192	250
6 - 11 years in rank	58,500	52,824	66,830	61,087	12,123	115
3 - 5 years in rank	56,710	49,707	62,200	58,540	12,601	51
Less than 3 years in rank	53,000	45,935	60,696	54,766	11,691	63
All years	58,190	51,648	67,650	60,374	12,977	483
Associate professor						
6 or more years in rank	45,245	41,100	49,500	45,675	6,805	125
3 - 5 years in rank	44,310	42,624	50,854	45,402	5,990	51
Less than 3 years in rank	41,012	38,375	46,116	42,167	5,942	79
All years	43,600	39,330	48,500	44,124	6,855	271
Assistant professor						
3 or more years in rank	36,050	34,118	39,595	36,840	4,622	101
Less than 3 years in rank	34,800	32,000	36,888	34,675	3,399	130
All years	35,500	33,000	37,950	35,595	4,115	233
All ranks: All years	47,700	38,446	58,333	50,003	14,532	990
WEST NORTH CENTRAL (22 departments)						
Full professor						
12 or more years in rank	55,442	47,500	63,850	56,597	12,110	111
6 - 11 years in rank	52,525	45,222	57,450	53,268	10,753	40
3 - 5 years in rank	50,000	43,851	60,400	51,694	10,813	18
Less than 3 years in rank	52,325	40,819	57,741	50,787	9,674	14
All years	53,850	45,858	61,200	54,772	11,669	186
Associate professor						
6 or more years in rank	43,500	38,000	47,700	43,221	6,119	39
3 - 5 years in rank	41,700	39,100	45,181	42,189	5,118	21
Less than 3 years in rank	39,950	36,491	42,300	39,939	4,170	22
All years	42,100	38,000	45,843	42,021	5,505	83
Assistant professor						
3 or more years in rank	33,564	31,850	37,250	34,712	4,213	36
Less than 3 years in rank	33,500	31,900	35,000	33,593	3,267	61
All years	33,500	31,900	36,050	34,004	3,647	98
All ranks: All years	43,622	36,100	54,200	46,273	12,660	369
SOUTH ATLANTIC (40 departments)						
Full professor						
12 or more years in rank	62,716	52,900	72,500	63,701	15,335	185
6 - 11 years in rank	56,964	50,345	65,304	59,886	13,398	88
3 - 5 years in rank	54,972	47,273	60,300	56,000	12,445	57
Less than 3 years in rank	50,000	45,379	56,989	52,970	11,406	57
All years	57,694	48,878	68,121	60,120	14,407	396
Associate professor						
6 or more years in rank	42,182	39,475	46,504	42,632	5,929	128
3 - 5 years in rank	40,600	37,956	43,732	40,898	5,301	49
Less than 3 years in rank	40,000	36,454	43,630	40,502	5,202	59
All years	41,803	38,064	44,800	41,804	5,674	241
Assistant professor						
3 or more years in rank	35,400	32,060	38,700	35,902	4,895	65
Less than 3 years in rank	33,333	32,000	35,100	33,698	2,882	95
All years	34,307	32,000	36,527	34,593	3,967	160
All ranks: All years	45,460	38,059	57,759	49,457	15,315	797

TABLE 5 (continued)

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
EAST SOUTH CENTRAL (17 departments)						
Full professor						
12 or more years in rank	56,775	51,544	63,900	61,246	19,717	69
6 - 11 years in rank	52,241	42,590	56,153	51,483	9,685	37
3 - 5 years in rank	54,211	47,749	67,000	58,086	16,400	14
Less than 3 years in rank	50,363	44,742	54,000	51,174	11,255	25
All years	53,785	47,498	59,810	56,544	16,453	148
Associate professor						
6 or more years in rank	37,199	33,446	43,305	38,119	5,564	32
3 - 5 years in rank	40,822	38,236	46,489	43,152	6,939	14
Less than 3 years in rank	37,564	34,416	40,000	38,017	4,924	30
All years	38,044	34,794	41,482	39,006	5,870	76
Assistant professor						
3 or more years in rank	35,398	33,072	37,250	35,380	4,486	21
Less than 3 years in rank	33,000	31,689	36,782	34,043	4,087	53
All years	33,334	31,689	37,000	34,337	4,253	75
All ranks: All years	42,539	35,681	53,769	46,431	15,750	301
WEST SOUTH CENTRAL (23 departments)						
Full professor						
12 or more years in rank	56,541	47,718	67,125	58,846	15,165	88
6 - 11 years in rank	53,994	47,241	64,450	56,107	11,277	56
3 - 5 years in rank	49,844	42,228	53,550	49,819	7,769	25
Less than 3 years in rank	47,913	46,200	53,920	50,012	8,094	25
All years	53,397	46,920	63,027	55,883	12,890	199
Associate professor						
6 or more years in rank	37,587	34,475	40,976	39,087	7,107	63
3 - 5 years in rank	39,678	37,176	43,401	40,464	4,868	29
Less than 3 years in rank	39,100	37,740	40,909	39,698	5,531	41
All years	38,850	36,054	41,500	39,616	6,108	139
Assistant professor						
3 or more years in rank	33,758	31,300	36,750	34,479	3,690	39
Less than 3 years in rank	32,500	31,000	35,000	33,037	2,877	79
All years	33,072	31,050	35,496	33,501	3,177	122
All ranks: All years	40,926	34,855	51,200	44,723	13,497	470
MOUNTAIN (21 departments)						
Full professor						
12 or more years in rank	59,256	51,719	71,017	61,030	12,399	100
6 - 11 years in rank	52,427	49,200	56,421	52,914	7,730	54
3 - 5 years in rank	51,719	48,333	59,522	54,680	10,957	25
Less than 3 years in rank	50,112	42,365	55,330	49,746	10,748	23
All years	55,315	49,556	62,925	56,790	11,733	202
Associate professor						
6 or more years in rank	41,500	36,127	47,295	41,899	7,887	41
3 - 5 years in rank	43,131	38,355	50,360	43,229	7,200	14
Less than 3 years in rank	39,310	38,228	40,350	39,516	4,239	24
All years	39,930	37,125	46,000	41,411	6,904	79
Assistant professor						
3 or more years in rank	35,500	33,730	38,124	35,989	4,034	41
Less than 3 years in rank	35,000	33,000	37,826	36,019	4,484	39
All years	35,000	33,397	37,975	36,004	4,232	80
All ranks: All years	47,280	37,790	56,461	48,677	13,276	364

TABLE 5 (continoud)

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
PACIFIC (33 departments)						
Full professor						
12 or more years in rank	72,200	60,960	84,600	73,231	17,534	175
6 - 11 years in rank	60,960	56,800	69,000	62,386	11,773	102
3 - 5 years in rank	58,100	51,400	60,960	58,839	9,578	41
Less than 3 years in rank	51,400	47,750	55,444	54,534	11,509	52
All years	62,031	54,521	73,752	66,057	16,236	371
Associate professor						
6 or more years in rank	43,600	38,079	48,300	43,537	7,482	49
3 - 5 years in rank	45,700	43,291	48,300	47,024	7,169	34
Less than 3 years in rank	43,100	40,717	45,891	43,677	6,854	67
All years	43,748	40,717	48,192	44,390	7,230	150
Assistant professor						
3 or more years in rank	38,800	33,781	39,918	37,473	5,146	56
Less than 3 years in rank	38,750	35,900	40,700	37,996	4,364	72
All years	38,800	35,366	40,500	37,767	4,710	128
All ranks: All years	51,400	41,519	66,400	55,401	17,894	654

Source: 1991-92 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 6

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments in Public Institutions by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
ALL U.S. REGIONS (178 departments)						
Full professor						
12 or more years in rank	61,251	53,424	72,567	63,903	15,409	1014
6 - 11 years in rank	55,931	50,257	65,296	58,157	11,724	493
3 - 5 years in rank	55,400	48,408	62,029	56,535	11,675	228
Less than 3 years in rank	51,400	46,050	58,302	53,734	12,207	245
All years	57,903	50,425	68,206	60,331	14,281	1997
Associate professor						
6 or more years in rank	43,524	38,173	48,580	44,262	7,849	515
3 - 5 years in rank	43,299	39,000	46,904	43,723	6,381	198
Less than 3 years in rank	40,049	37,730	44,500	41,252	5,783	293
All years	42,410	38,236	47,500	43,276	7,119	1019
Assistant professor						
3 or more years in rank	35,639	33,039	39,000	36,396	4,926	337
Less than 3 years in rank	34,000	31,866	36,782	34,419	3,644	474
All years	34,650	32,000	37,567	35,220	4,327	817
All ranks: All years	47,450	38,425	59,064	50,364	15,441	3851
NEW ENGLAND (7 departments)						
Full professor						
12 or more years in rank	64,390	58,612	75,366	66,612	12,263	61
6 - 11 years in rank	53,354	51,180	61,204	57,624	9,787	29
3 - 5 years in rank	53,174	50,763	58,211	56,737	9,493	10
Less than 3 years in rank						6
All years	60,026	52,598	68,966	62,338	12,190	106
Associate professor						
6 or more years in rank	45,285	42,777	49,890	47,029	6,439	29
3 - 5 years in rank	40,675	38,895	45,479	41,922	3,532	12
Less than 3 years in rank	39,790	36,812	46,660	40,762	5,413	15
All years	43,909	39,495	47,581	44,256	6,297	56
Assistant professor						
3 or more years in rank						8
Less than 3 years in rank	33,000	32,000	36,000	33,958	3,057	14
All years	33,735	32,000	39,000	35,079	4,500	22
All ranks: All years	51,395	42,581	61,984	53,576	14,550	184
MID ATLANTIC (20 departments)						
Full professor						
12 or more years in rank	70,544	61,907	81,561	73,095	14,588	104
6 - 11 years in rank	67,564	58,788	70,110	65,170	10,007	41
3 - 5 years in rank	63,091	57,551	68,602	63,525	7,840	32
Less than 3 years in rank	61,492	53,249	67,217	64,554	16,480	35
All years	68,210	59,637	75,358	68,690	13,916	213
Associate professor						
6 or more years in rank	53,092	47,457	57,566	52,820	6,462	79
3 - 5 years in rank	48,175	44,280	54,198	49,759	6,885	23
Less than 3 years in rank	45,870	40,634	48,157	44,710	5,933	25
All years	50,328	45,295	55,941	50,669	7,136	127
Assistant professor						
3 or more years in rank	38,442	34,417	44,083	39,275	6,054	36
Less than 3 years in rank	36,300	33,300	38,500	35,841	4,058	33
All years	36,670	33,500	41,364	37,633	5,441	69
All ranks: All years	56,797	46,116	68,328	57,855	16,365	409

TABLE 6 (continued)

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments in Public Institutions by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
EAST NORTH CENTRAL (32 departments)						
Full professor						
12 or more years in rank	59,551	53,456	69,465	62,068	13,224	234
6 - 11 years in rank	56,669	51,687	64,780	59,844	11,664	98
3 - 5 years in rank	56,085	49,707	60,564	58,319	13,169	45
Less than 3 years in rank	52,900	45,935	59,671	53,941	10,961	49
All years	57,441	51,653	66,519	60,225	12,857	426
Associate professor						
6 or more years in rank	45,245	40,886	49,334	45,671	6,706	103
3 - 5 years in rank	46,190	43,214	50,900	46,354	5,586	39
Less than 3 years in rank	41,600	38,560	46,116	42,328	5,394	63
All years	44,311	40,335	48,750	44,821	6,308	210
Assistant professor						
3 or more years in rank	36,025	34,118	39,650	36,883	4,659	85
Less than 3 years in rank	34,764	32,000	36,835	34,738	3,136	87
All years	35,543	33,064	38,000	35,798	4,094	172
All ranks: All years	48,904	39,870	58,839	50,972	14,347	810
WEST NORTH CENTRAL (20 departments)						
Full professor						
12 or more years in rank	55,442	47,452	63,900	56,590	12,517	99
6 - 11 years in rank	52,525	45,117	57,500	53,353	10,963	38
3 - 5 years in rank	49,200	43,851	60,400	51,705	11,146	17
Less than 3 years in rank	52,500	40,819	57,741	51,317	9,855	13
All years	53,850	45,581	62,000	54,759	11,957	170
Associate professor						
6 or more years in rank	43,024	37,651	46,012	42,831	6,204	36
3 - 5 years in rank	41,700	39,100	45,843	42,345	5,336	19
Less than 3 years in rank	40,320	36,491	42,300	40,209	4,379	18
All years	42,044	38,000	45,573	41,996	5,602	74
Assistant professor						
3 or more years in rank	33,600	31,700	37,300	34,823	4,406	31
Less than 3 years in rank	33,500	31,500	35,000	33,623	3,315	59
All years	33,527	31,700	36,100	34,032	3,726	91
All ranks: All years	43,517	36,000	54,200	46,233	12,825	337
SOUTH ATLANTIC (29 departments)						
Full professor						
12 or more years in rank	60,220	51,000	71,329	62,699	15,186	144
6 - 11 years in rank	55,609	48,738	63,806	58,745	13,743	77
3 - 5 years in rank	51,935	46,742	56,635	54,508	13,491	42
Less than 3 years in rank	48,072	45,100	54,550	51,015	11,014	46
All years	55,871	47,766	66,500	58,841	14,591	313
Associate professor						
6 or more years in rank	42,089	38,719	45,206	42,109	5,960	107
3 - 5 years in rank	40,350	37,000	43,484	40,184	4,754	43
Less than 3 years in rank	38,943	36,000	43,431	40,072	5,354	51
All years	41,290	37,600	44,314	41,196	5,623	202
Assistant professor						
3 or more years in rank	33,550	31,716	37,250	34,625	5,036	45
Less than 3 years in rank	32,950	31,369	35,000	33,253	2,635	76
All years	33,000	31,637	35,200	33,763	3,752	121
All ranks: All years	45,000	37,518	55,916	48,466	15,111	636

TABLE 6 (continued)

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments in Public Institutions by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
EAST SOUTH CENTRAL (14 departments)						
Full professor						
12 or more years in rank	55,849	48,420	59,137	58,470	19,556	56
6 - 11 years in rank	51,102	42,539	53,769	50,068	8,146	31
3 - 5 years in rank	51,597	43,605	57,285	51,500	9,354	11
Less than 3 years in rank	49,431	40,734	53,259	47,971	6,512	19
All years	52,270	46,011	57,496	53,747	15,098	120
Associate professor						
6 or more years in rank	36,704	33,446	40,250	37,589	5,275	28
3 - 5 years in rank	40,229	37,995	42,538	40,885	3,969	12
Less than 3 years in rank	37,238	34,999	40,000	37,700	4,075	25
All years	37,813	34,988	40,500	38,240	4,721	65
Assistant professor						
3 or more years in rank	35,435	32,638	36,967	35,402	4,824	16
Less than 3 years in rank	32,500	31,122	34,605	33,108	3,432	44
All years	33,000	31,689	35,580	33,626	3,978	61
All ranks: All years	41,734	35,031	51,900	44,590	14,230	247
WEST SOUTH CENTRAL (19 departments)						
Full professor						
12 or more years in rank	55,592	47,070	66,065	57,643	15,151	78
6 - 11 years in rank	52,371	47,205	60,863	54,401	9,562	50
3 - 5 years in rank	50,427	42,228	54,570	50,181	7,907	23
Less than 3 years in rank	47,894	45,880	53,083	49,610	8,010	24
All years	52,275	46,528	61,466	54,808	12,317	180
Associate professor						
6 or more years in rank	37,524	34,437	40,698	38,730	6,999	60
3 - 5 years in rank	38,567	37,176	41,163	39,837	4,237	18
Less than 3 years in rank	38,862	37,330	40,460	39,554	5,802	37
All years	38,371	36,000	40,909	39,235	6,143	121
Assistant professor						
3 or more years in rank	33,696	30,937	36,182	34,346	3,835	35
Less than 3 years in rank	32,156	30,999	34,170	32,824	2,887	70
All years	32,640	31,000	35,187	33,324	3,238	109
All ranks: All years	40,581	34,500	50,427	44,229	13,057	417
MOUNTAIN (17 departments)						
Full professor						
12 or more years in rank	59,420	51,905	70,899	60,962	12,501	93
6 - 11 years in rank	52,427	48,870	56,461	52,889	7,870	52
3 - 5 years in rank	53,360	48,333	60,900	55,462	11,103	22
Less than 3 years in rank	50,392	42,365	57,266	50,579	11,297	18
All years	55,899	50,000	63,000	57,028	11,755	185
Associate professor						
6 or more years in rank	41,955	36,413	47,335	42,072	7,909	40
3 - 5 years in rank	43,255	38,355	50,360	43,455	7,443	13
Less than 3 years in rank	39,520	38,456	40,500	39,843	4,013	23
All years	39,969	37,573	46,023	41,634	6,912	76
Assistant professor						
3 or more years in rank	35,933	34,000	40,134	36,356	4,047	37
Less than 3 years in rank	35,000	33,000	37,753	35,783	4,291	38
All years	35,500	33,500	38,124	36,065	4,154	75
All ranks: All years	47,246	37,860	56,813	48,763	13,286	338

TABLE 6 (continued)

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments in Public Institutions by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
PACIFIC (20 departments)						
Full professor						
12 or more years in rank	72,200	60,960	84,600	72,674	15,610	145
6 - 11 years in rank	63,600	60,700	69,300	63,511	11,307	77
3 - 5 years in rank	59,550	55,200	60,960	59,858	10,012	26
Less than 3 years in rank	51,700	50,700	55,488	55,141	11,160	35
All years	65,734	55,488	73,752	66,882	15,004	284
Associate professor						
6 or more years in rank	45,700	37,000	48,300	43,867	6,629	33
3 - 5 years in rank	45,700	45,246	48,300	47,201	6,372	19
Less than 3 years in rank	43,100	40,469	45,700	44,479	6,916	36
All years	45,423	40,356	48,246	44,837	6,741	88
Assistant professor						
3 or more years in rank	38,800	34,153	39,918	37,930	4,443	44
Less than 3 years in rank	38,700	35,964	40,500	37,908	3,606	53
All years	38,800	35,964	40,500	37,918	3,985	97
All ranks: All years	53,851	42,084	68,196	56,661	17,596	473

Source: 1991-92 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 7

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments in Private Institutions by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
ALL U.S. REGIONS (81 departments)						
Full professor						
12 or more years in rank	68,225	56,000	79,900	69,663	17,877	235
6 - 11 years in rank	62,565	57,150	72,587	64,527	13,486	120
3 - 5 years in rank	58,900	50,900	66,500	60,237	11,798	82
Less than 3 years in rank	54,322	49,500	61,500	57,240	13,014	101
All years	61,123	53,500	73,700	64,444	16,019	553
Associate professor						
6 or more years in rank	46,323	41,200	50,611	45,811	7,442	134
3 - 5 years in rank	43,500	41,052	48,050	44,691	7,015	83
Less than 3 years in rank	42,054	39,365	47,353	43,191	7,633	120
All years	43,587	39,900	48,755	44,311	7,617	357
Assistant professor						
3 or more years in rank	38,000	34,062	40,000	37,050	4,707	123
Less than 3 years in rank	36,000	33,716	38,750	36,181	4,091	156
All years	36,800	34,000	39,139	36,573	4,364	287
All ranks: All years	47,725	39,000	60,172	51,625	16,931	1207
NEW ENGLAND (12 departments)						
Full professor						
12 or more years in rank	74,335	69,525	84,975	75,878	12,604	33
6 - 11 years in rank	62,565	55,950	67,568	65,403	13,634	16
3 - 5 years in rank	54,561	50,000	65,031	59,296	11,839	11
Less than 3 years in rank	51,968	48,500	56,500	56,240	14,439	14
All years	65,515	54,300	78,300	67,433	15,209	74
Associate professor						
6 or more years in rank	48,835	41,825	53,650	47,892	8,386	22
3 - 5 years in rank	47,125	43,875	50,550	47,154	6,699	14
Less than 3 years in rank	43,225	42,000	48,175	44,127	6,441	14
All years	46,138	42,000	53,275	46,631	7,459	50
Assistant professor						
3 or more years in rank	39,688	38,500	41,875	39,722	2,281	20
Less than 3 years in rank	37,190	34,500	39,000	36,521	3,186	22
All years	38,600	36,000	40,380	37,997	3,175	43
All ranks: All years	49,000	39,775	62,530	53,334	16,954	169
MID ATLANTIC (20 departments)						
Full professor						
12 or more years in rank	66,500	56,000	79,600	69,693	19,448	73
6 - 11 years in rank	62,000	57,500	77,600	66,624	14,826	35
3 - 5 years in rank	60,400	54,925	69,600	62,726	13,221	26
Less than 3 years in rank	55,963	52,269	62,283	59,473	12,761	32
All years	61,250	54,863	74,520	65,501	16,780	172
Associate professor						
6 or more years in rank	47,673	43,257	51,175	46,622	7,411	42
3 - 5 years in rank	43,672	41,446	44,992	43,589	6,213	20
Less than 3 years in rank	44,200	41,083	48,200	45,421	9,351	37
All years	45,325	41,696	50,078	45,681	7,909	104
Assistant professor						
3 or more years in rank	37,700	33,250	40,165	36,547	5,414	37
Less than 3 years in rank	36,690	34,480	39,000	37,013	3,086	32
All years	37,426	34,000	39,264	36,902	4,374	74
All ranks: All years	50,155	40,596	61,700	53,526	17,541	351

TABLE 7 (continued)

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments in Private Institutions by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
EAST NORTH CENTRAL (12 departments)						
Full professor						
12 or more years in rank	57,400	50,300	75,387	62,383	13,119	16
6 - 11 years in rank	68,000	63,000	72,173	68,253	12,579	17
3 - 5 years in rank						6
Less than 3 years in rank	54,345	50,900	64,876	57,654	14,027	14
All years	61,000	51,500	69,388	61,485	13,912	57
Associate professor						
6 or more years in rank	44,800	41,100	51,700	45,697	7,418	22
3 - 5 years in rank	42,562	37,975	43,300	42,307	6,455	12
Less than 3 years in rank	39,165	35,427	44,700	41,532	7,923	16
All years	40,500	35,190	47,000	41,724	8,081	61
Assistant professor						
3 or more years in rank	36,885	33,700	38,950	36,612	4,560	16
Less than 3 years in rank	35,000	31,800	37,000	34,547	3,914	43
All years	35,000	33,000	37,700	35,021	4,151	61
All ranks: All years	39,731	34,900	53,919	45,644	14,601	180
WEST NORTH CENTRAL (2 departments) (Insufficient Ns of faculty for analysis)						
SOUTH ATLANTIC (11 departments)						
Full professor						
12 or more years in rank	67,900	56,900	76,000	67,221	15,523	41
6 - 11 years in rank	65,000	63,900	70,000	67,871	6,790	11
3 - 5 years in rank	59,700	56,806	67,819	60,178	7,817	15
Less than 3 years in rank	58,970	55,750	68,200	61,142	9,573	11
All years	64,742	56,900	71,637	64,942	12,648	83
Associate professor						
6 or more years in rank	46,420	41,400	49,250	45,296	5,098	21
3 - 5 years in rank						6
Less than 3 years in rank						8
All years	44,250	41,265	49,250	44,953	4,895	39
Assistant professor						
3 or more years in rank	38,440	37,027	40,000	38,775	3,069	20
Less than 3 years in rank	35,000	33,000	36,200	35,477	3,205	19
All years	36,500	35,000	39,100	37,169	3,517	39
All ranks: All years	49,550	40,288	64,844	53,372	15,535	161
EAST SOUTH CENTRAL (3 departments) (Insufficient Ns of faculty for analysis)						
WEST SOUTH CENTRAL (4 departments) (Insufficient Ns of faculty for analysis)						
MOUNTAIN (4 departments) (Insufficient Ns of faculty for analysis)						

TABLE 7 (continued)

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments in Private Institutions by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
PACIFIC (13 departments)						
Full professor						
12 or more years in rank	74,750	54,468	103,000	75,925	24,919	30
6 - 11 years in rank	58,762	53,580	63,066	58,919	12,719	25
3 - 5 years in rank	56,230	50,820	62,688	57,073	8,821	15
Less than 3 years in rank	50,555	46,905	54,322	53,282	12,454	17
All years	57,902	50,352	73,600	63,363	19,592	87
Associate professor						
6 or more years in rank	42,963	38,104	44,859	42,858	9,200	16
3 - 5 years in rank	43,291	43,155	49,362	46,799	8,296	15
Less than 3 years in rank	41,519	40,717	47,500	42,746	6,773	31
All years	43,223	40,717	47,500	43,755	7,885	62
Assistant professor						
3 or more years in rank	38,430	29,210	41,019	35,796	7,166	12
Less than 3 years in rank	39,139	34,440	41,306	38,240	6,121	19
All years	38,700	32,100	41,306	37,294	6,540	31
All ranks: All years	46,905	41,100	58,000	52,111	18,294	181

Source: 1991-92 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 8

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
PSYCHOLOGY (172 departments)						
Full professor						
12 or more years in rank	64,100	55,051	76,020	66,342	16,484	993
6 - 11 years in rank	58,625	52,000	66,400	60,557	12,650	485
3 - 5 years in rank	56,754	50,427	64,409	58,560	12,168	250
Less than 3 years in rank	53,254	46,952	60,111	55,624	13,008	264
All years	59,670	51,721	70,472	62,469	15,209	2012
Associtate professor						
6 or more years in rank	44,017	38,742	49,332	44,514	7,796	504
3 - 5 years in rank	43,291	39,700	47,716	44,039	6,730	209
Less than 3 years in rank	41,182	38,456	45,100	42,221	6,342	298
All years	43,000	38,601	48,000	43,617	7,281	1030
Assistant professor						
3 or more years in rank	36,681	33,550	39,775	36,850	4,820	362
Less than 3 years in rank	35,000	32,480	37,000	34,921	3,592	481
All years	35,305	32,873	38,500	35,737	4,263	852
All ranks: All years	48,192	38,758	60,700	51,537	16,466	3916
EDUCATIONAL/COUNSELING/SCHOOL PSYCHOLOGY (56 departments)						
Full professor						
12 or more years in rank	56,522	50,311	66,000	58,363	11,494	214
6 - 11 years in rank	52,964	47,277	58,928	54,400	9,658	82
3 - 5 years in rank	51,350	46,428	59,631	52,683	8,327	27
Less than 3 years in rank	51,515	47,551	55,487	52,665	8,416	40
All years	54,704	48,600	62,662	56,353	10,786	373
Associtate professor						
6 or more years in rank	44,846	40,540	50,044	45,335	7,590	108
3 - 5 years in rank	43,930	38,710	48,500	44,100	5,744	43
Less than 3 years in rank	39,744	36,297	43,100	40,321	5,927	61
All years	43,063	38,291	47,700	43,781	7,049	226
Assistant professor						
3 or more years in rank	34,694	32,488	37,643	35,851	4,633	64
Less than 3 years in rank	32,882	31,446	36,000	33,861	3,984	102
All years	33,800	31,706	37,000	34,655	4,341	171
All ranks: All years	46,000	37,592	55,115	47,757	12,407	775

(continued)

TABLE 8 (continued)

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
PROFESSIONAL SCHOOL (17 schools)						
Full professor						
12 or more years in rank	55,059	44,616	71,941	60,772	19,457	18
6 - 11 years in rank	57,791	42,634	62,031	54,763	12,046	19
3 - 5 years in rank	49,859	41,767	51,085	49,518	8,332	15
Less than 3 years in rank	50,758	47,040	54,322	52,453	14,269	22
All years	50,890	44,336	60,246	54,424	14,538	76
Associtate professor						
6 or more years in rank	38,107	33,468	44,776	39,723	7,394	23
3 - 5 years in rank	43,785	35,159	49,362	43,569	8,470	14
Less than 3 years in rank	40,986	35,190	47,621	41,194	8,027	35
All years	41,118	34,910	47,285	41,186	7,921	72
Assistant professor						
3 or more years in rank	33,600	29,210	38,655	33,541	6,091	16
Less than 3 years in rank	34,500	31,084	40,180	36,392	6,261	25
All years	33,920	30,360	39,420	35,280	6,278	41

Source: 1991-92 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree. The category "Educational/Counseling/School Psychology" includes departments of educational psychology, counseling psychology, school psychology, and other similar types of units. All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each type of department. Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not.

TABLE 9

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Type of Department and Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
PSYCHOLOGY (173 departments)						
35 years or more	71,079	57,137	87,000	72,998	19,776	195
30-34 years	61,815	49,437	75,747	63,694	17,935	282
25-29 years	58,900	49,500	70,110	60,545	14,894	542
20-24 years	54,717	46,635	63,954	56,582	14,720	718
17-19 years	53,103	45,693	60,960	54,974	13,311	351
14-16 years	50,759	43,400	58,500	51,846	12,478	365
11-13 years	44,766	40,116	52,900	46,829	9,826	321
8-10 years	41,000	37,301	45,023	41,777	6,966	335
6-7 years	38,456	35,000	42,000	39,088	6,524	227
4-5 years	35,771	33,145	38,800	36,173	4,391	230
2-3 years	34,506	31,961	37,000	34,520	3,560	211
0-1 year	33,686	31,620	35,700	33,642	3,342	154
EDUCATIONAL/COUNSELING/SCHOOL PSYCHOLOGY (57 departments)						
35 years or more	69,626	61,491	81,638	70,448	12,187	10
30-34 years	59,250	52,654	68,400	59,902	12,158	47
25-29 years	55,500	47,500	64,813	56,683	11,871	111
20-24 years	51,338	44,948	57,134	52,365	10,244	176
17-19 years	48,284	43,084	55,600	50,316	8,852	64
14-16 years	47,679	43,000	51,630	47,666	8,129	58
11-13 years	45,957	39,900	52,815	46,398	8,368	66
8-10 years	38,754	34,492	43,694	39,545	6,004	64
6-7 years	37,740	34,000	40,875	38,698	6,244	45
4-5 years	35,084	32,684	37,250	35,342	3,720	42
2-3 years	33,127	31,000	35,536	33,416	2,720	39
0-1 year	32,000	31,000	37,824	33,594	4,155	46
HUMAN DEVELOPMENT (7 departments)	(Insufficient Ns of faculty for analysis)					
PROFESSIONAL SCHOOL (22 schools)						
35 years or more						7
30-34 years						8
25-29 years	47,525	43,305	54,328	49,607	10,901	16
20-24 years	48,725	41,000	55,131	51,562	18,441	37
17-19 years	44,293	40,401	50,960	45,864	9,084	22
14-16 years	44,109	35,100	50,555	44,893	10,445	22
11-13 years	40,749	35,500	48,824	42,376	9,543	31
8-10 years	39,788	35,700	46,166	41,495	9,242	29
6-7 years	38,777	32,136	43,000	38,752	7,960	14
4-5 years	34,470	33,400	40,986	36,381	5,669	14
2-3 years	32,550	30,360	40,180	33,827	6,143	10
0-1 year						8

Source: 1991-92 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, hold the doctoral degree, and are in departments of psychology that award the doctoral degree. All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided.

TABLE 10

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
U.S. REGIONS (172 departments)						
Full professor						
12 or more years in rank	64,100	55,051	76,020	66,342	16,484	993
6 - 11 years in rank	58,625	52,000	66,400	60,557	12,650	485
3 - 5 years in rank	56,754	50,427	64,409	58,560	12,168	250
Less than 3 years in rank	53,254	46,952	60,111	55,624	13,008	264
All years	59,670	51,721	70,472	62,469	15,209	2012
Associate professor						
6 or more years in rank	44,017	38,742	49,332	44,514	7,796	504
3 - 5 years in rank	43,291	39,700	47,716	44,039	6,730	209
Less than 3 years in rank	41,182	38,456	45,100	42,221	6,342	298
All years	43,000	38,601	48,000	43,617	7,281	1030
Assistant professor						
3 or more years in rank	36,681	33,550	39,775	36,850	4,820	362
Less than 3 years in rank	35,000	32,480	37,000	34,921	3,592	481
All years	35,305	32,873	38,500	35,737	4,263	852
All ranks: All years	48,192	38,758	60,700	51,537	16,466	3916
NEW ENGLAND (15 departments)						
Full professor						
12 or more years in rank	68,966	59,925	77,130	69,694	13,062	91
6 - 11 years in rank	56,610	52,100	63,250	60,387	11,903	43
3 - 5 years in rank	54,213	50,763	60,000	58,077	10,599	21
Less than 3 years in rank	49,500	47,226	54,500	54,573	13,051	19
All years	61,522	52,645	74,437	64,341	13,714	174
Associate professor						
6 or more years in rank	45,285	42,191	49,890	46,274	6,863	45
3 - 5 years in rank	44,648	39,200	48,000	44,195	5,564	23
Less than 3 years in rank	42,000	37,730	46,660	41,841	5,958	25
All years	44,648	39,790	48,199	44,568	6,532	93
Assistant professor						
3 or more years in rank	39,425	36,200	41,075	38,571	3,962	24
Less than 3 years in rank	36,000	33,000	38,650	35,571	3,182	32
All years	38,000	34,000	39,250	36,842	3,777	57
All ranks: All years	50,549	41,000	62,600	53,754	15,858	325
MID ATLANTIC (24 departments)						
Full professor						
12 or more years in rank	70,110	59,637	82,952	72,067	17,334	135
6 - 11 years in rank	64,716	58,528	73,000	66,257	12,146	63
3 - 5 years in rank	63,902	57,105	69,600	64,957	10,568	43
Less than 3 years in rank	61,496	53,500	66,307	64,514	15,351	46
All years	66,108	58,500	76,376	68,285	15,464	291
Associate professor						
6 or more years in rank	51,317	46,299	56,327	51,116	6,900	88
3 - 5 years in rank	47,402	43,500	54,198	48,507	7,337	30
Less than 3 years in rank	46,194	42,125	48,300	47,230	8,050	41
All years	48,304	44,630	54,599	49,529	7,435	162
Assistant professor						
3 or more years in rank	38,442	34,412	43,690	38,590	6,330	51
Less than 3 years in rank	36,670	34,000	38,568	36,665	3,243	49
All years	37,440	34,400	40,390	37,666	5,054	103
All ranks: All years	55,179	44,172	66,500	57,117	17,266	557

TABLE 10 (continued)

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
EAST NORTH CENTRAL (29 departments)						
Full professor						
12 or more years in rank	61,474	53,959	73,731	63,886	13,961	188
6 - 11 years in rank	60,588	55,000	69,388	63,142	12,351	89
3 - 5 years in rank	57,280	49,707	63,622	59,541	13,275	42
Less than 3 years in rank	55,310	49,000	62,364	56,777	11,691	51
All years	59,417	53,000	69,357	62,095	13,513	372
Associate professor						
6 or more years in rank	44,600	40,886	49,400	45,428	6,762	113
3 - 5 years in rank	44,209	42,500	49,025	44,718	5,537	35
Less than 3 years in rank	41,266	38,560	44,586	42,083	5,473	58
All years	43,469	39,241	48,349	43,826	6,763	215
Assistant professor						
3 or more years in rank	36,770	34,500	39,870	37,190	4,609	93
Less than 3 years in rank	35,000	33,000	37,000	34,897	3,338	106
All years	35,880	33,595	38,259	35,969	4,134	199
All ranks: All years	47,393	38,098	59,096	50,418	15,287	788
WEST NORTH CENTRAL (13 departments)						
Full professor						
12 or more years in rank	53,800	47,452	60,300	54,071	9,964	70
6 - 11 years in rank	52,850	45,117	57,500	53,792	11,682	27
3 - 5 years in rank	46,600	41,620	58,900	50,549	11,232	15
Less than 3 years in rank	48,200	40,316	54,200	48,671	10,418	10
All years	52,500	45,215	58,300	53,134	10,568	122
Associate professor						
6 or more years in rank	42,044	36,989	43,609	40,853	4,908	24
3 - 5 years in rank	41,700	38,900	45,843	42,259	6,433	11
Less than 3 years in rank	38,100	36,000	40,931	38,738	4,360	13
All years	40,973	36,607	43,500	40,602	5,204	48
Assistant professor						
3 or more years in rank	33,370	31,100	36,100	34,141	4,620	21
Less than 3 years in rank	33,000	31,900	35,000	33,607	2,790	39
All years	33,285	31,552	35,000	33,794	3,509	60
All ranks: All years	43,188	35,105	53,643	45,370	11,822	232
SOUTH ATLANTIC (30 departments)						
Full professor						
12 or more years in rank	65,178	55,200	74,650	65,919	15,471	146
6 - 11 years in rank	57,817	50,345	66,510	60,558	13,855	76
3 - 5 years in rank	55,706	47,472	60,880	56,997	12,510	50
Less than 3 years in rank	51,350	45,279	57,825	53,232	11,275	50
All years	58,500	50,190	69,259	61,295	14,761	327
Associate professor						
6 or more years in rank	42,363	38,960	47,600	42,738	6,337	107
3 - 5 years in rank	40,700	38,059	43,732	41,115	5,442	42
Less than 3 years in rank	40,600	38,000	43,630	40,925	5,032	49
All years	41,792	38,220	45,206	41,957	5,877	199
Assistant professor						
3 or more years in rank	35,450	32,850	38,700	35,805	4,087	54
Less than 3 years in rank	34,020	32,000	35,200	33,872	2,953	83
All years	34,608	32,000	36,500	34,634	3,559	137
All ranks: All years	46,166	38,000	58,500	49,981	15,860	663

TABLE 10 (continued)

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
EAST SOUTH CENTRAL (12 departments)						
Full professor						
12 or more years in rank	58,000	54,032	67,000	63,612	21,211	55
6 - 11 years in rank	52,740	49,925	58,400	53,676	9,662	29
3 - 5 years in rank	55,642	48,482	69,798	61,240	16,303	11
Less than 3 years in rank	50,363	40,734	54,000	51,473	12,052	21
All years	55,274	48,960	61,680	58,446	17,473	119
Associate professor						
6 or more years in rank	35,744	33,005	38,451	36,601	5,142	24
3 - 5 years in rank	41,482	39,172	48,050	44,221	6,940	12
Less than 3 years in rank	37,915	35,450	40,972	38,652	4,733	27
All years	37,915	34,600	41,164	38,932	5,941	63
Assistant professor						
3 or more years in rank	35,435	33,072	37,250	35,423	4,734	18
Less than 3 years in rank	33,061	31,967	37,000	34,434	3,631	44
All years	34,209	32,000	37,000	34,614	4,026	63
All ranks: All years	42,312	35,681	55,017	47,190	16,748	247
WEST SOUTH CENTRAL (17 departments)						
Full professor						
12 or more years in rank	57,712	47,718	67,422	59,947	16,124	68
6 - 11 years in rank	52,225	46,500	63,800	55,962	12,176	42
3 - 5 years in rank	50,427	44,253	53,550	49,696	7,342	15
Less than 3 years in rank	47,310	44,453	55,794	50,088	9,494	18
All years	54,251	46,653	64,527	56,610	13,881	148
Associate professor						
6 or more years in rank	36,944	34,130	41,514	39,163	7,943	43
3 - 5 years in rank	41,096	37,588	44,819	41,166	5,057	24
Less than 3 years in rank	39,772	38,750	41,499	41,014	6,216	26
All years	39,678	36,300	42,483	40,218	6,683	99
Assistant professor						
3 or more years in rank	35,187	30,937	36,750	34,735	4,009	29
Less than 3 years in rank	32,797	30,600	35,000	32,969	3,067	52
All years	33,150	30,937	35,650	33,579	3,436	85
All ranks: All years	41,507	35,149	52,163	45,463	14,268	340
MOUNTAIN (13 departments)						
Full professor						
12 or more years in rank	59,503	52,294	71,135	61,261	12,705	85
6 - 11 years in rank	53,413	49,200	57,500	53,664	8,542	42
3 - 5 years in rank	53,360	48,350	60,900	55,514	11,023	22
Less than 3 years in rank	50,611	42,365	58,446	50,887	12,510	14
All years	56,000	50,195	65,000	57,637	12,084	163
Associate professor						
6 or more years in rank	40,220	36,700	47,375	41,651	8,177	29
3 - 5 years in rank	40,300	34,579	45,056	41,897	7,398	11
Less than 3 years in rank	39,710	38,700	41,225	40,508	4,031	18
All years	39,954	38,355	45,056	41,343	6,901	58
Assistant professor						
3 or more years in rank	36,205	34,115	40,206	36,710	4,079	33
Less than 3 years in rank	35,000	33,000	37,826	35,934	4,521	31
All years	35,500	33,898	39,125	36,334	4,282	64
All ranks: All years	47,706	38,281	57,900	49,414	13,727	287

TABLE 10 (continued)

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
PACIFIC (19 departments)						
Full professor						
12 or more years in rank	72,200	60,960	87,800	74,868	17,443	155
6 - 11 years in rank	62,369	58,500	72,000	64,376	11,756	74
3 - 5 years in rank	60,700	55,400	63,600	60,582	9,707	31
Less than 3 years in rank	52,932	47,200	56,052	55,467	11,631	35
All years	66,400	56,026	78,300	68,473	16,462	296
Associate professor						
6 or more years in rank	45,700	38,313	48,300	45,071	7,277	31
3 - 5 years in rank	45,700	43,291	48,300	47,435	8,189	21
Less than 3 years in rank	43,100	40,717	45,700	44,160	6,451	41
All years	44,100	41,100	48,192	45,203	7,181	93
Assistant professor						
3 or more years in rank	38,800	34,137	40,500	37,956	4,382	39
Less than 3 years in rank	38,250	36,000	40,000	37,723	3,749	45
All years	38,800	35,900	40,200	37,831	4,032	84
All ranks: All years	55,400	43,100	71,400	58,378	18,811	477

Source: 1991-92 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 11

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
ALL U.S. REGIONS (116 departments)						
Full professor						
12 or more years in rank	62,550	54,032	74,441	65,105	15,872	779
6 - 11 years in rank	56,750	50,688	66,108	58,979	12,054	386
3 - 5 years in rank	55,400	48,855	62,525	57,263	12,076	182
Less than 3 years in rank	51,722	45,687	59,671	54,283	12,832	193
All years	58,900	50,994	69,518	61,262	14,742	1553
Associate professor						
6 or more years in rank	43,366	38,059	48,415	44,001	7,942	401
3 - 5 years in rank	43,058	38,995	46,904	43,672	6,695	143
Less than 3 years in rank	40,600	38,175	44,600	41,662	5,775	219
All years	42,404	38,313	47,600	43,248	7,194	770
Assistant professor						
3 or more years in rank	36,013	33,200	39,700	36,678	4,945	266
Less than 3 years in rank	34,146	32,000	36,835	34,550	3,545	357
All years	35,000	32,376	38,000	35,432	4,324	628
All ranks: All years	47,907	38,570	59,927	50,985	15,981	2964
NEW ENGLAND (6 departments)						
Full professor						
12 or more years in rank	64,390	58,486	75,747	66,596	12,386	59
6 - 11 years in rank	53,354	51,180	61,204	57,624	9,787	29
3 - 5 years in rank	53,174	50,763	58,211	56,737	9,493	10
Less than 3 years in rank						6
All years	60,026	52,589	68,460	62,247	12,241	104
Associate professor						
6 or more years in rank	45,285	42,777	49,890	47,029	6,439	29
3 - 5 years in rank	40,070	38,590	46,309	41,944	3,703	11
Less than 3 years in rank	38,844	36,812	46,660	40,422	5,713	13
All years	43,984	39,200	47,716	44,353	6,448	53
Assistant professor						
3 or more years in rank						8
Less than 3 years in rank	33,000	32,500	36,000	34,263	2,952	13
All years	33,956	32,500	39,000	35,321	4,463	21
All ranks: All years	51,627	43,336	62,004	53,742	14,519	178
MID ATLANTIC (10 departments)						
Full professor						
12 or more years in rank	70,110	59,637	79,457	72,801	14,619	72
6 - 11 years in rank	67,105	57,538	70,110	64,425	9,546	32
3 - 5 years in rank	66,310	59,637	68,876	65,361	6,605	21
Less than 3 years in rank	62,100	53,249	73,300	66,731	18,082	27
All years	68,210	59,637	74,669	68,932	13,977	152
Associate professor						
6 or more years in rank	52,114	46,892	57,566	52,538	6,385	59
3 - 5 years in rank	53,820	47,826	57,500	53,187	6,090	14
Less than 3 years in rank	46,429	42,053	50,148	46,711	5,026	16
All years	51,324	46,664	56,856	51,593	6,480	89
Assistant professor						
3 or more years in rank	40,390	35,448	44,372	40,656	6,000	25
Less than 3 years in rank	36,485	33,350	38,534	36,276	3,680	24
All years	38,000	34,412	42,000	38,511	5,420	49
All ranks: All years	56,981	46,892	69,262	58,470	16,106	290

TABLE 11 (continued)

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
EAST NORTH CENTRAL (20 departments)						
Full professor						
12 or more years in rank	61,650	54,041	73,411	64,026	14,065	172
6 - 11 years in rank	58,620	53,856	66,415	61,936	12,070	72
3 - 5 years in rank	56,398	49,680	61,382	59,431	14,073	36
Less than 3 years in rank	55,310	49,000	61,500	56,444	10,879	37
All years	59,400	53,054	69,325	62,144	13,483	317
Associate professor						
6 or more years in rank	44,581	40,515	48,908	45,239	6,705	92
3 - 5 years in rank	45,600	43,045	49,025	45,204	5,221	25
Less than 3 years in rank	42,235	38,571	45,000	42,283	4,770	47
All years	43,985	40,170	48,349	44,386	6,109	164
Assistant professor						
3 or more years in rank	36,500	34,650	40,000	37,311	4,639	77
Less than 3 years in rank	35,212	33,000	36,888	35,043	3,167	69
All years	35,985	33,943	38,364	36,239	4,156	146
All ranks: All years	48,403	39,359	59,567	51,416	15,222	628
WEST NORTH CENTRAL (11 departments)						
Full professor						
12 or more years in rank	51,872	46,736	60,300	53,537	10,239	58
6 - 11 years in rank	52,850	45,117	57,500	53,963	12,043	25
3 - 5 years in rank	45,907	41,620	58,900	50,481	11,652	14
Less than 3 years in rank						9
All years	51,621	44,884	58,900	52,865	10,880	106
Associate professor						
6 or more years in rank	41,512	36,814	43,375	39,846	4,354	21
3 - 5 years in rank						9
Less than 3 years in rank						9
All years	40,931	36,000	43,375	40,229	5,258	39
Assistant professor						
3 or more years in rank	33,285	30,892	36,700	34,179	5,105	16
Less than 3 years in rank	33,000	32,000	35,000	33,656	2,852	37
All years	33,200	31,500	35,000	33,814	3,634	53
All ranks: All years	42,686	35,000	53,268	45,159	11,969	200
SOUTH ATLANTIC (21 departments)						
Full professor						
12 or more years in rank	62,944	53,442	74,301	65,152	15,487	108
6 - 11 years in rank	55,100	48,738	63,932	59,320	14,388	65
3 - 5 years in rank	53,084	47,161	58,318	55,497	13,753	36
Less than 3 years in rank	48,300	45,000	54,600	51,001	10,797	39
All years	56,395	48,523	67,291	59,954	15,094	252
Associate professor						
6 or more years in rank	42,000	38,059	46,212	42,097	6,441	87
3 - 5 years in rank	40,350	38,000	43,400	40,200	4,827	37
Less than 3 years in rank	39,400	37,023	43,431	40,472	5,239	41
All years	40,893	37,956	44,260	41,286	5,847	166
Assistant professor						
3 or more years in rank	33,575	31,893	36,693	34,332	3,689	36
Less than 3 years in rank	33,000	31,369	35,000	33,395	2,721	64
All years	33,186	31,749	35,297	33,732	3,119	100
All ranks: All years	45,279	37,600	56,300	48,909	15,686	518

TABLE 11 (continued)

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
EAST SOUTH CENTRAL (9 departments)						
Full professor						
12 or more years in rank	56,410	51,544	59,691	60,644	21,874	42
6 - 11 years in rank	52,535	47,799	56,153	52,342	8,014	23
3 - 5 years in rank						8
Less than 3 years in rank	49,431	40,270	53,259	47,536	6,689	15
All years	53,259	47,799	58,000	55,341	16,532	91
Associate professor						
6 or more years in rank	34,794	33,005	37,732	35,556	4,179	20
3 - 5 years in rank	40,822	38,300	43,342	41,715	3,829	10
Less than 3 years in rank	37,903	35,574	40,000	38,437	3,698	22
All years	37,783	34,794	40,022	37,960	4,455	52
Assistant professor						
3 or more years in rank	35,471	33,072	36,611	35,467	5,224	13
Less than 3 years in rank	33,000	31,866	35,000	33,358	2,624	35
All years	33,000	31,933	36,000	33,808	3,646	49
All ranks: All years	40,815	35,000	52,600	45,046	15,310	193
WEST SOUTH CENTRAL (13 departments)						
Full professor						
12 or more years in rank	55,847	47,070	67,014	58,518	16,370	58
6 - 11 years in rank	49,629	46,000	59,808	53,567	9,968	36
3 - 5 years in rank	51,256	45,472	53,550	50,319	7,537	13
Less than 3 years in rank	46,706	44,453	55,000	49,525	9,472	17
All years	52,305	46,200	61,812	55,217	13,350	129
Associate professor						
6 or more years in rank	36,852	33,965	40,868	38,633	7,859	40
3 - 5 years in rank	39,678	38,000	41,702	40,893	4,530	13
Less than 3 years in rank	39,622	38,371	41,499	41,012	6,768	22
All years	39,100	35,804	41,499	39,782	6,899	81
Assistant professor						
3 or more years in rank	34,356	30,519	37,360	34,589	4,257	25
Less than 3 years in rank	32,500	30,000	34,000	32,608	3,105	43
All years	32,994	30,560	35,304	33,325	3,571	72
All ranks: All years	41,163	34,833	51,470	44,881	13,839	287
MOUNTAIN (11 departments)						
Full professor						
12 or more years in rank	59,646	52,294	71,256	61,200	12,853	78
6 - 11 years in rank	53,413	48,870	57,700	53,669	8,747	40
3 - 5 years in rank	53,360	49,264	62,061	55,711	11,446	20
Less than 3 years in rank	49,631	38,804	59,223	50,498	13,527	12
All years	56,390	50,112	65,000	57,604	12,292	150
Associate professor						
6 or more years in rank	40,220	36,700	47,375	41,651	8,177	29
3 - 5 years in rank	41,003	34,579	45,056	42,057	7,779	10
Less than 3 years in rank	39,710	38,700	41,225	40,508	4,031	18
All years	39,900	38,355	45,056	41,361	6,961	57
Assistant professor						
3 or more years in rank	36,392	34,115	40,300	36,881	4,152	31
Less than 3 years in rank	35,000	33,000	37,826	35,934	4,521	31
All years	35,672	33,916	39,250	36,408	4,331	62
All ranks: All years	47,188	38,162	57,900	49,210	13,761	270

TABLE 11 (continued)

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
PACIFIC (15 departments)						
Full professor						
12 or more years in rank	72,200	60,960	84,600	73,311	15,885	132
6 - 11 years in rank	62,369	60,700	69,900	63,904	11,591	64
3 - 5 years in rank	60,700	53,650	62,280	60,104	10,390	24
Less than 3 years in rank	52,932	50,700	55,488	54,437	9,724	31
All years	66,400	55,488	75,350	67,369	15,316	252
Associate professor						
6 or more years in rank	45,878	37,657	48,246	43,973	6,350	24
3 - 5 years in rank	45,700	44,280	48,300	47,770	7,409	14
Less than 3 years in rank	43,100	40,617	45,700	44,474	7,178	31
All years	44,742	40,617	48,192	44,968	6,996	69
Assistant professor						
3 or more years in rank	38,800	33,500	40,500	37,677	4,496	35
Less than 3 years in rank	37,400	35,900	38,800	37,422	3,712	41
All years	38,750	35,280	39,842	37,539	4,066	76
All ranks: All years	55,400	43,050	70,272	57,698	18,023	400

Source: 1991-92 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers are not reported, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 12

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Private Institutions by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
ALL U.S. REGIONS (56 departments)						
Full professor						
12 or more years in rank	69,263	57,300	81,100	70,847	17,871	214
6 - 11 years in rank	63,900	58,400	74,000	66,709	13,097	99
3 - 5 years in rank	60,000	54,175	68,600	62,031	11,810	68
Less than 3 years in rank	56,100	51,500	64,876	59,270	12,873	71
All years	63,800	55,330	76,385	66,552	16,050	459
Associate professor						
6 or more years in rank	46,600	41,800	51,200	46,509	6,882	103
3 - 5 years in rank	43,346	41,100	48,000	44,835	6,787	66
Less than 3 years in rank	42,125	39,614	47,300	43,772	7,526	79
All years	43,600	40,658	49,040	44,709	7,440	260
Assistant professor						
3 or more years in rank	38,050	34,613	39,888	37,326	4,447	96
Less than 3 years in rank	36,000	34,000	38,500	35,988	3,526	124
All ranks: All years	49,425	39,225	63,275	53,255	17,792	952
NEW ENGLAND (9 departments)						
Full professor						
12 or more years in rank	74,218	69,113	84,838	75,406	12,505	32
6 - 11 years in rank	62,565	57,300	66,225	66,111	14,111	14
3 - 5 years in rank	54,561	50,000	65,031	59,296	11,839	11
Less than 3 years in rank	51,175	48,500	54,500	56,220	15,028	13
All years	65,515	54,300	78,300	67,452	15,213	70
Associate professor						
6 or more years in rank	45,633	39,452	49,763	44,905	7,593	16
3 - 5 years in rank	47,000	42,363	49,300	46,258	6,304	12
Less than 3 years in rank	43,225	40,150	46,838	43,378	6,073	12
All years	45,120	41,175	48,835	44,853	6,713	40
Assistant professor						
3 or more years in rank	39,600	38,250	41,075	39,336	2,271	16
Less than 3 years in rank	36,180	34,500	39,000	36,467	3,089	19
All years	38,550	36,000	39,600	37,729	3,041	36
All ranks: All years	49,000	39,600	64,700	53,769	17,392	147
MID ATLANTIC (14 departments)						
Full professor						
12 or more years in rank	66,500	57,300	84,000	71,229	20,084	63
6 - 11 years in rank	62,175	58,528	82,000	68,148	14,263	31
3 - 5 years in rank	62,150	55,432	70,000	64,572	13,472	22
Less than 3 years in rank	60,000	53,500	65,700	61,363	9,951	19
All years	62,700	56,700	77,150	67,578	16,965	139
Associate professor						
6 or more years in rank	49,080	44,926	51,898	48,223	7,110	29
3 - 5 years in rank	43,572	41,446	46,425	44,412	5,797	16
Less than 3 years in rank	46,000	42,125	48,300	47,562	9,587	25
All years	46,200	42,187	50,611	47,012	7,785	73
Assistant professor						
3 or more years in rank	37,584	31,450	40,500	36,603	6,100	26
Less than 3 years in rank	37,000	35,000	39,000	37,039	2,787	25
All years	37,426	34,000	39,300	36,899	4,614	54
All ranks: All years	52,765	41,718	64,000	55,646	18,361	267

TABLE 12 (continued)

1991-92 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Private Institutions by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
EAST NORTH CENTRAL (9 departments)						
Full professor						
12 or more years in rank	57,400	50,300	75,387	62,383	13,119	16
6 - 11 years in rank	68,000	63,000	72,173	68,253	12,579	17
3 - 5 years in rank						6
Less than 3 years in rank	54,345	50,900	64,876	57,654	14,027	14
All years	61,000	51,500	69,728	61,809	13,809	55
Associate professor						
6 or more years in rank	46,000	41,200	51,700	46,255	7,113	21
3 - 5 years in rank	42,812	40,500	43,600	43,502	6,390	10
Less than 3 years in rank	39,000	35,665	41,500	41,229	8,069	11
All years	41,200	35,665	49,400	42,022	8,352	51
Assistant professor						
3 or more years in rank	36,885	33,700	38,950	36,612	4,560	16
Less than 3 years in rank	35,000	33,000	37,000	34,626	3,667	37
All years	35,300	33,000	37,700	35,226	4,019	53
All ranks: All years	41,400	35,150	55,371	46,497	14,953	160
WEST NORTH CENTRAL (2 departments)	(Insufficient Ns of faculty for analysis)					
SOUTH ATLANTIC (9 departments)						
Full professor						
12 or more years in rank	69,000	57,850	78,431	68,101	15,421	38
6 - 11 years in rank	65,000	63,900	70,000	67,871	6,790	11
3 - 5 years in rank	60,000	56,806	67,819	60,857	7,640	14
Less than 3 years in rank	58,970	55,750	68,200	61,142	9,573	11
All years	65,000	57,850	72,900	65,800	12,665	75
Associate professor						
6 or more years in rank	46,463	41,650	49,400	45,529	5,115	20
3 - 5 years in rank						5
Less than 3 years in rank						8
All years	45,000	41,400	49,250	45,333	4,832	33
Assistant professor						
3 or more years in rank	38,440	36,500	40,000	38,751	3,20[illegible]	18
Less than 3 years in rank	35,000	33,000	36,200	35,477	3,205	19
All years	36,200	35,000	38,800	37,070	3,569	37
All ranks: All years	49,875	40,000	65,416	53,811	15,942	145
EAST SOUTH CENTRAL (3 departments)	(Insufficient Ns of faculty for analysis)					
WEST SOUTH CENTRAL (4 departments)	(Insufficient Ns of faculty for analysis)					
MOUNTAIN (2 departments)	(Insufficient Ns of faculty for analysis)					
PACIFIC (4 departments)	(Insufficient Ns of faculty for analysis)					

Source: 1991-92 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these

instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

FACULTY SALARIES IN U.S. MASTER'S DEPARTMENTS OF PSYCHOLOGY

Table 13. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank: 1989-90 to 1991-92

Table 14. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 1989-90 to 1991-92

Table 15. Distribution of 1991-92 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

Table 16. Summary Statistics: 1991-92 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

Table 17. 1991-92 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank

Table 18. 1991-92 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

Table 19. 1991-92 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank

Table 20. 1991-92 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Years Since Doctorate

TABLE 13

Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank: 1989-90 to 1991-92

	Rank				
	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All Ranks
U.S. Master's Departments					
1989-90 (131 departments)	$46,301 N=721	$37,339 N=464	$30,177 N=372	$24,741 N=12	$39,663 N=1,569
1990-91 (121 departments)	$48,867 N=698	$39,175 N=395	$31,424 N=364	a N=7	$41,813 N=1,464
1991-92 (132 departments)	$51,185 N=733	$39,571 N=404	$32,305 N=382	$28,606 N=11	$43,242 N=1,530
Percentage change in monetary salary:					
1989-90 to 1990-91:	+5.5%	+4.9%	+4.1%	a	+5.4%
1990-91 to 1991-92:	+4.7%	+1.0%	+2.8%	a	+3.4%
Percentage change in real terms:					
1989-90 to 1990-91:	-0.7%	-1.3%	-2.1%	a	-0.8%
1990-91 to 1991-92:	+1.3%	-2.4%	-0.6%	a	0.0%
All U.S. Departments					
1989-90 (395 departments)	$54,145 N=3,303	$39,607 N=1,912	$32,006 N=1,440	$30,602 N=47	$45,075 N=6,702
1990-91 (367 departments)	$57,758 N=3,248	$41,973 N=1,776	$33,966 N=1,485	$33,216 N=44	$47,924 N=6,553
1991-92 (391 departments)	$58,982 N=3,283	$42,642 N=1,780	$34,732 N=1,486	$32,608 N=39	$48,941 N=6,588
Percentage change in monetary salary					
1989-90 to 1990-91:	+6.7%	+6.0%	+6.1%	+8.5%	+6.3%
1990-91 to 1991-92:	+2.1%	+1.6%	+2.3%	-1.8%	+2.1%
Percentage change in real terms					
1989-90 to 1990-91:	+0.5%	-0.2%	-0.1%	+2.3%	+0.1%
1990-91 to 1991-92:	-1.3%	-1.8%	-1.1%	-5.2%	-1.3%

Source: 1990-91 and 1991-92 Surveys of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 6.2% for the period from September 1989 to September 1990 and 3.4% for the period from September 1990 to September 1991.

TABLE 14

Changes in Average Salaries of Full-Time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 1989-90 to 1991-92

	Full Professor				Associate Professor			Assistant Professor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
1989-90	$49,127	$46,440	$44,473	$40,604	$39,445	$36,499	$34,012	$31,375	$28,926
(130 departments)	N=269	N=233	N=95	N=94	N=223	N=93	N=107	N=117	N=210
1990-91	$51,635	$48,813	$45,313	$44,863	$41,146	$38,004	$36,595	$32,726	$30,845
(121 departments)	N=270	N=232	N=111	N=85	N=201	N=74	N=120	N=112	N=252
1991-92	$54,607	$51,411	$48,134	$44,379	$41,482	$39,265	$36,911	$33,531	$31,785
(132 departments)	N=291	N=209	N=94	N=102	N=182	N=85	N=124	N=111	N=264
Percentage change in monetary salary									
1989-90 to 1990-91:	+5.1%	+5.1%	+1.9%	+10.5%	+4.3%	+4.1%	+7.6%	+4.3%	+6.6%
1990-91 to 1991-92:	+5.8%	+5.3%	+6.2%	-1.1%	+0.8%	+3.3%	+0.9%	+2.5%	+3.0%
Percentage change in real terms									
1989-90 to 1990-91:	-1.1%	-1.1%	-4.3%	+4.3%	-1.9%	-2.1%	+1.4%	-1.9%	+0.4%
1990-91 to 1991-92:	+2.4%	+1.9%	+2.8%	-4.5%	-2.6%	-0.1%	-2.5%	-0.9%	-0.4%

Source: 1990-91 and 1991-92 Surveys of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 6.2% for the period from September 1989 to September 1990 and 3.4% for the period from September 1990 to September 1991. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis.

TABLE 15

Distribution of 1991-92 Salaries for Full-time Faculty in U. S. Master's Departments of Psychology by Rank and Years in Rank

	Full Professor				Associate Professor			Assistant Professor	
9-10-month salary	12 or more years in rank	6 - 11 years in rank	3 - 5 years in rank	Less than 3 years in rank	6 or more years in rank	3 - 5 years in rank	Less than 3 years in rank	3 or more years in rank	Less than 3 years in rank
$65,000 or more	13	7	2						
64,000-64,999	1								
63,000-63,999	4			1					
62,000-62,999	3	2		1					
61,000-61,999	2	1	2						
60,000-60,999	85	47	9	3					
$59,000-59,999	13	3	1						
58,000-58,999	5	3	3		2				
57,000-57,999	1	2		1					
56,000-56,999	9	5	4	1	1				
55,000-55,999	9	6	1	3	2	1	2		
$54,000-54,999	6	4	3						
53,000-53,999	11	4	2	1	1				
52,000-52,999	9	9	2	4	1	1			
51,000-51,999	14		1	3	2	2			
50,000-50,999	6	17	4	4	3	1		1	1
$49,000-49,999	18	11	5	6	6	1	1		
48,000-48,999	21	9	2	4	8	5	2		
47,000-47,999	7	11	4	2	5	1			
46,000-46,999	12	8	3	4	11				
45,000-45,999	13	5	2	2	9	2	2	1	
$44,000-44,999	8	10	5	5	11	4	4	1	
43,000-43,999	8	8	7	4	10	5	6	2	4
42,000-42,999	7	6	6	9	10	4	7		
41,000-41,999		6	10	7	6	2	6	4	2
40,000-40,999	4	9	5	6	11	5	8	5	
$39,000-39,999		7	2	7	15	5	4	2	4
38,000-38,999	1	3	5	6	10	7	5	3	11
37,000-37,999	1	4	1	5	11	6	5	5	3
36,000-36,999		1	1	4	10	6	11	6	9
35,000-35,999			1	3	16	3	9	6	13
$34,000-34,999			1	3	10	5	10	10	19
33,000-33,999		1		2	2	5	10	8	25
32,000-32,999				1	6	6	12	11	32
31,000-31,999					1	5	8	5	22
30,000-30,999					1	2	3	15	35
$29,000-29,999					1	1	5	10	23
28,000-28,999							1	7	28
27,000-27,999							1	5	10
26,000-26,999							1	1	9
25,000-25,999							1	3	11
Less than $25,000									3
N	291	209	94	102	182	85	124	111	264

Source: 1991-92 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries and are for full-time doctoral faculty. The distributions of salaries for Lecturers and Instructors are not presented, given the small number of individuals in these ranks.

TABLE 16

Summary Statistics: 1991-92 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

Rank and Years in Rank	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
FULL PROFESSOR:								
12 or more years in rank	54,912	45,072	48,780	60,960	60,960	54,607	7,447	291
6 - 11 years in rank	50,055	40,334	44,646	60,900	60,960	51,411	8,207	209
3 - 5 years in rank	46,178	39,310	41,765	54,677	60,960	48,134	8,013	94
Less than 3 years in rank	42,476	36,700	39,233	49,500	53,400	44,379	7,040	102
Not specified	48,800	38,450	44,720	53,000	60,960	49,497	7,609	37
All years	50,024	40,344	44,407	60,096	60,960	51,185	8,451	733
ASSOCIATE PROFESSOR:								
6 or more years in rank	40,620	34,667	36,800	45,700	48,441	41,482	5,748	182
3 - 5 years in rank	38,500	32,000	34,650	43,700	48,187	39,265	5,909	85
Less than 3 years in rank	36,048	31,000	32,962	40,598	43,896	36,911	5,463	124
Not specified	40,000	38,223	38,223	41,524	45,000	40,185	3,935	13
All years	38,985	32,320	35,000	43,795	48,102	39,571	5,962	404
ASSISTANT PROFESSOR:								
3 or more years in rank	32,934	28,717	30,000	36,420	40,103	33,531	4,712	111
Less than 3 years in rank	31,454	27,500	29,200	33,973	36,612	31,785	3,926	264
Not specified	-	-	-	-	-	-	-	7
All years	32,000	27,720	29,412	34,700	38,000	32,305	4,238	382

Source: 1991-92 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the master's degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries.

TABLE 17

1991-92 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
PSYCHOLOGY (111 departments)						
Full professor:						
12 or more years in rank	54,233	48,463	60,960	54,398	7,491	273
6 - 11 years in rank	50,155	44,500	60,960	51,515	8,292	198
3 - 5 years in rank	46,178	41,880	54,092	47,961	7,702	86
Less than 3 years in rank	42,078	39,085	49,000	44,089	7,128	94
All years	50,000	44,400	60,219	51,100	8,456	681
Associate professor:						
6 or more years in rank	40,920	36,800	45,758	41,550	5,747	169
3 - 5 years in rank	37,944	33,972	42,229	38,814	5,959	76
Less than 3 years in rank	35,840	32,924	40,175	36,688	5,289	102
All years	38,828	34,902	43,890	39,567	5,969	358
Assistant professor:						
3 or more years in rank	32,522	29,884	36,408	33,280	4,575	96
Less than 3 years in rank	31,411	29,200	33,660	31,738	3,812	238
All years	31,800	29,320	34,500	32,181	4,105	339
All ranks: All years	42,015	34,356	50,214	43,332	10,665	1389
OTHER (21 departments)						
Full professor:						
12 or more years in rank	58,129	53,533	59,637	57,775	6,066	18
6 - 11 years in rank	49,137	46,000	50,266	49,546	6,509	11
3 - 5 years in rank						8
Less than 3 years in rank						8
All years	52,000	46,800	59,637	52,287	8,388	52
Associate professor:						
6 or more years in rank	39,100	37,000	42,439	40,599	5,923	13
3 - 5 years in rank						9
Less than 3 years in rank	37,872	33,120	41,512	37,942	6,241	22
All years	39,747	36,000	42,439	39,604	5,977	46
Assistant professor:						
3 or more years in rank	34,285	30,871	36,600	35,136	5,408	15
Less than 3 years in rank	32,161	28,548	34,868	32,214	4,924	26
All years	33,000	30,107	35,360	33,284	5,119	43
All ranks: All years	40,103	34,285	50,000	42,354	10,458	141

Source: 1991-92 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the master's degree. The category "Other" includes departments of educational psychology, counseling psychology, school psychology, and other similar units that may be more specialized in nature. All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each type of department. Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not.

TABLE 18

1991-92 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
ALL U. S. REGIONS (111 departments)						
Full professor						
12 or more years in ran.	54,233	48,463	60,960	54,398	7,491	273
6 - 11 years in rank	50,155	44,500	60,960	51,515	8,292	198
3 - 5 years in rank	46,178	41,880	54,092	47,961	7,702	86
Less than 3 years in rank	42,078	39,085	49,000	44,089	7,128	94
All years in rank	50,000	44,400	60,219	51,100	8,456	681
Associate professor						
6 or more years in rank	40,920	36,800	45,758	41,550	5,747	169
3 - 5 years in rank	37,944	33,972	42,229	38,814	5,959	76
Less than 3 years in rank	35,840	32,924	40,175	36,688	5,289	102
All years in rank	38,828	34,902	43,890	39,567	5,969	358
Assistant professor						
3 or more years in rank	32,522	29,884	36,408	33,280	4,575	96
Less than 3 years in rank	31,411	29,200	33,660	31,738	3,812	238
All years in rank	31,800	29,320	34,500	32,181	4,105	339
All ranks: All years	42,015	34,356	50,214	43,332	10,665	1389
NEW ENGLAND (7 departments)	(Insufficient Ns of faculty for analysis)					
MID ATLANTIC (13 departments)						
Full professor						
12 or more years in rank	56,800	55,624	59,637	58,347	8,050	29
6 - 11 years in rank	55,624	53,043	57,251	54,965	4,881	21
3 - 5 years in rank	52,095	47,878	56,622	51,642	4,799	12
Less than 3 years in rank						4
All years in rank	55,624	48,783	59,600	54,369	7,855	71
Associate professor						
6 or more years in rank	44,990	38,353	47,848	43,514	5,465	35
3 - 5 years in rank						3
Less than 3 years in rank	38,400	36,096	44,502	39,607	5,461	11
All years in rank	42,611	38,223	45,512	42,293	5,455	55
Assistant professor						
3 or more years in rank						7
Less than 3 years in rank	33,000	31,446	34,900	32,444	3,271	21
All years in rank	33,918	32,000	36,612	33,953	4,085	32
All ranks: All years	45,256	37,604	54,092	46,031	10,350	158
EAST NORTH CENTRAL (14 departments)						
Full professor						
12 or more years in rank	51,255	47,000	54,440	51,684	6,465	42
6 - 11 years in rank	44,650	42,500	50,634	47,060	7,082	26
3 - 5 years in rank	43,330	39,310	46,620	43,021	4,240	15
Less than 3 years in rank	41,473	38,700	42,320	41,152	6,246	17
All years in rank	46,503	42,238	51,723	47,392	7,500	100
Associate professor						
6 or more years in rank	40,582	36,531	45,369	41,209	5,264	29
3 - 5 years in rank	36,725	35,080	38,720	38,543	5,944	14
Less than 3 years in rank	34,623	32,200	41,214	36,655	5,214	10
All years in rank	38,859	35,246	43,433	39,645	5,645	53
Assistant professor						
3 or more years in rank	30,930	30,093	33,275	31,376	2,663	20
Less than 3 years in rank	30,075	28,143	32,004	30,207	2,860	36
All years in rank	30,613	28,598	32,502	30,624	2,824	56
All ranks: All years	40,536	33,300	47,000	40,935	9,270	209

TABLE 18 (continued)

1991-92 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
WEST NORTH CENTRAL (9 departments)		(Insufficient Ns of faculty for analysis)				
SOUTH ATLANTIC (23 departments)						
Full professor						
12 or more years in rank	47,433	45,774	52,810	50,142	8,072	31
6 - 11 years in rank	48,500	43,354	52,653	49,423	7,856	37
3 - 5 years in rank	45,286	42,451	51,782	46,679	5,877	16
Less than 3 years in rank	42,400	38,832	49,069	43,999	7,495	27
All years in rank	47,216	43,105	52,265	48,265	8,049	116
Associate professor						
6 or more years in rank	41,554	37,965	45,700	41,996	6,191	39
3 - 5 years in rank	34,790	32,123	39,688	35,559	4,112	15
Less than 3 years in rank	32,962	31,800	34,320	33,737	3,737	18
All years in rank	37,967	32,998	42,404	38,591	6,440	72
Assistant professor						
3 or more years in rank	30,700	27,700	33,108	30,948	3,815	23
Less than 3 years in rank	30,725	29,000	33,000	31,222	3,592	42
All years in rank	30,575	28,789	33,000	31,032	3,695	66
All ranks: All years	40,100	32,692	47,241	40,994	9,831	255
EAST SOUTH CENTRAL (7 departments)						
Full professor						
12 or more years in rank	46,575	42,648	50,628	47,605	5,711	15
6 - 11 years in rank	44,407	42,593	46,382	46,408	7,334	15
3 - 5 years in rank						7
Less than 3 years in rank	40,155	38,196	47,742	42,306	5,324	10
All years in rank	44,291	40,746	47,953	45,405	6,645	48
Associate professor						
6 or more years in rank	37,111	35,741	41,755	38,908	5,554	13
3 - 5 years in rank						6
Less than 3 years in rank						9
All years in rank	35,852	32,147	37,584	35,937	5,201	28
Assistant professor						
3 or more years in rank						4
Less than 3 years in rank	29,621	28,000	30,800	29,326	2,245	34
All years in rank	30,000	28,500	31,376	29,993	3,102	38
All ranks: All years	37,046	30,771	43,860	37,693	8,728	116
WEST SOUTH CENTRAL (13 departments)		(Insufficient Ns of faculty for analysis)				
MOUNTAIN (7 departments)		(Insufficient Ns of faculty for analysis)				

TABLE 18 (continued)

1991-92 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
PACIFIC (18 departments)						
Full professor						
12 or more years in rank	60,960	54,545	60,960	57,789	5,723	121
6 - 11 years in rank	60,960	60,528	60,960	58,185	6,727	60
3 - 5 years in rank	58,740	49,865	60,960	55,946	6,275	18
Less than 3 years in rank	50,532	46,324	55,488	50,498	8,165	12
All years in rank	60,960	50,460	60,960	56,861	6,585	226
Associate professor						
6 or more years in rank	39,421	37,625	48,187	41,348	5,919	25
3 - 5 years in rank	44,400	38,500	48,168	43,736	5,753	17
Less than 3 years in rank	41,904	39,948	43,896	41,153	4,845	18
All years in rank	41,591	38,500	48,102	42,113	5,564	62
Assistant professor						
3 or more years in rank	38,208	36,420	41,904	39,284	3,382	10
Less than 3 years in rank	35,000	33,500	38,208	35,892	4,075	38
All years in rank	36,468	34,222	38,208	36,598	4,148	48
All ranks: All years	50,528	41,904	60,960	51,081	10,331	339

Source: 1991-92 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the master's degree; excluded are other types of departments that may be more specialized in nature (e.g., educational psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 19

1991-92 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank

	Median	Q1	Q3	Mean	SD	N
PUBLIC INSTITUTIONS (84 departments)						
Full professor						
12 or more years in rank	55,000	48,783	60,960	54,461	6,860	241
6 - 11 years in rank	50,500	44,646	60,960	52,031	8,463	171
3 - 5 years in rank	45,721	41,765	54,092	47,822	7,608	77
Less than 3 years in rank	42,078	38,959	48,935	44,207	7,355	80
All years in rank	50,155	44,500	60,960	51,298	8,306	594
Associate professor						
6 or more years in rank	40,916	36,847	45,922	41,517	5,703	132
3 - 5 years in rank	37,505	33,922	42,125	38,494	5,833	64
Less than 3 years in rank	35,750	32,940	40,014	36,754	5,326	89
All years in rank	38,500	34,819	43,893	39,411	5,909	296
Assistant professor						
3 or more years in rank	32,320	29,710	36,420	33,253	4,861	79
Less than 3 years in rank	31,376	29,230	33,935	31,801	3,863	207
All years in rank	31,563	29,320	34,505	32,213	4,213	290
All ranks: All years	42,118	34,299	50,460	43,487	10,727	1191
PRIVATE INSTITUTIONS (27 departments)						
Full professor						
12 or more years in rank	51,050	45,898	60,516	53,922	11,304	32
6 - 11 years in rank	48,000	43,334	53,043	48,244	6,311	27
3 - 5 years in rank						9
Less than 3 years in rank	42,800	40,500	49,000	43,417	5,847	14
All years in rank	48,900	43,334	54,150	49,752	9,357	87
Associate professor						
6 or more years in rank	41,037	36,647	45,512	41,666	5,981	37
3 - 5 years in rank	40,720	36,490	42,604	40,522	6,591	12
Less than 3 years in rank	36,000	32,356	40,175	36,242	5,208	13
All years in rank	40,386	35,246	43,722	40,308	6,240	62
Assistant professor						
3 or more years in rank	33,555	30,700	34,908	33,403	3,005	17
Less than 3 years in rank	31,500	28,000	33,023	31,318	3,477	31
All years in rank	32,000	29,435	34,075	31,994	3,428	49
All ranks: All years	41,447	34,400	49,073	42,400	10,263	198

Source: 1991-92 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the master's degree; excluded are other types of departments that may be more specialized in nature (e.g., educational psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each type of institution. Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not.

TABLE 20

1991-92 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
PSYCHOLOGY (112 departments)						
35 years or more	60,960	49,650	60,960	58,010	8,525	14
30-34 years	53,039	48,000	60,960	53,400	9,662	49
25-29 years	49,959	45,980	59,637	50,888	8,063	140
20-24 years	48,500	43,334	58,176	49,646	8,869	321
17-19 years	45,617	40,496	53,022	47,235	8,837	192
14-16 years	42,000	37,111	47,169	42,922	7,691	121
11-13 years	40,000	34,000	44,502	41,221	9,207	113
8-10 years	36,108	32,200	41,904	37,153	6,209	101
6-7 years	34,300	31,890	37,806	35,184	5,250	76
4-5 years	32,000	29,448	35,000	33,299	5,128	89
2-3 years	31,188	29,293	33,945	31,751	3,984	90
0-1 year	30,608	28,663	32,920	30,918	3,350	84

Source: 1991-92 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the master's degree. All salaries are 9-10-month salaries.

FACULTY SALARIES IN CANADIAN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Table 21. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank: 1989-90 to 1991-92

Table 22. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank and Years in Rank: 1989-90 to 1991-92

Table 23. Distribution of 1991-92 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Table 24. Summary Statistics: 1991-92 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Table 25. 1991-92 Salaries for Full-time Faculty in Canadian Doctoral Departments by Years Since Doctorate

TABLE 21

Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank: 1989-90 to 1991-92

	Rank				
	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All Ranks
All Canadian Departments					
1989-90 (20 departments)	$72,776	$57,604	$43,482	a	$62,329
	N=253	N=227	N=81	N=2	N=563
1990-91 (13 departments)	$78,635	$62,202	$46,802	a	$67,318
	N=204	N=179	N=67	N=1	N=451
1991-92 (15 departments)	$82,346	$65,894	$50,108	a	$70,783
	N=189	N=164	N=64	N=2	N=419
Percentage change in monetary salary					
1989-90 to 1990-91:	+8.1%	+8.0%	+7.6%	a	+8.0%
1990-91 to 1991-92:	+4.7%	+5.9%	+7.1%	a	+5.1%
Percentage change in real terms					
1989-90 to 1990-91:	+3.9%	+3.8%	+3.4%	a	+3.8%
1990-91 to 1991-92:	-0.7%	+0.5%	+1.7%	a	-0.3%

Source: 1990-91 and 1991-92 Surveys of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries in Canadian dollars. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for inflation in Canada as reported by the Embassy of Canada. The rates of inflation were 4.2% for the period from September 1989 to September 1990 and 5.4% for the period from September 1990 to September 1991.

[a] No statistics are reported due to the small number of respondents.

TABLE 22

Changes in Average Salaries of Full-Time Faculty in Canadian Departments of Psychology by Rank and Years in Rank: 1989-90 to 1991-92

	Full Professor				Associate Professor			Assistant Professor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
1989-90 (20 departments)	$79,082 N=112	$72,102 N=75	$63,621 N=29	$62,232 N=37	$61,870 N=131	$53,182 N=43	$50,646 N=53	$47,917 N=29	$41,009 N=52
1990-91 (13 departments)	$86,114 N=89	$75,597 N=54	$72,804 N=33	$67,593 N=28	$66,412 N=110	$57,292 N=33	$53,837 N=36	$51,646 N=24	$44,098 N=43
1991-92 (14 departments)	$92,172 N=75	$82,281 N=37	$76,095 N=33	$71,265 N=26	$71,077 N=87	$60,924 N=40	$56,853 N=25	$53,621 N=22	$45,861 N=32
Percentage change in monetary salary									
1989-90 to 1990-91:	+8.9%	+4.8%	+14.4%	+8.6%	+7.3%	+7.7%	+6.3%	+7.8%	+7.5
1990-91 to 1991-92:	+7.0%	+8.8%	+4.5%	+5.4%	+7.0%	+6.3%	+5.6%	+3.8%	+4.0%
Percentage change in real terms									
1989-90 to 1990-91:	+4.7%	+0.6%	+10.2%	+4.4%	+3.1%	+3.5%	+2.1%	+3.6%	+3.3%
1990-91 to 1991-92:	+1.6%	+3.4%	-0.9%	0.0%	+1.6%	+0.9%	+0.2%	-1.6%	-1.4%

Source: 1990-91 and 1991-92 Surveys of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries in Canadian dollars. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for inflation in Canada as reported by the Embassy of Canada. These percentage changes were 4.2% for the period from September 1989 to September 1990 and 5.4% for the period from September 1990 to September 1991. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis.

TABLE 23

Distribution of 1991-92 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

	Full Professor				Associate Professor			Assistant Professor	
11-12-month salary	12 or more years in rank	6 - 11 years in rank	3 - 5 years in rank	Less than 3 years in rank	6 or more years in rank	3 - 5 years in rank	Less than 3 years in rank	3 or more years in rank	Less than 3 years in rank
$85,000 or more	54	15	3	3	4				
80,000-84,999	9	8	4		5				
75,000-79,999	7	5	9	3	7				
$74,000-74,999		1	2	1	4				
73,000-73,999	1	2	2		3				
72,000-72,999			1		2				
71,000-71,999		1		3		1			
70,000-70,999	1		3	1	3				
$69,000-69,999			1	2	3				
68,000-68,999		1	1	1	9	3	2		
67,000-67,999	1	1			6	1			
66,000-66,999				1	8	2	1	1	
65,000-65,999		1	1	1	5	3			
$64,000-64,999			2	1		2		1	
63,000-63,999				1		3	1		
62,000-62,999			1	2	1	1		1	
61,000-61,999				1	4	1	2		
60,000-60,999					1	4	2	1	
$59,000-59,999			1	1	3	2	3		1
58,000-58,999				1		1		1	
57,000-57,999					1	2	1		
56,000-56,999					1	5	1	1	
55,000-55,999					1	2		2	
$54,000-54,999							1	1	
53,000-53,999						2	2	3	
52,000-52,999							1	2	2
51,000-51,999								1	
50,000-50,999					2	2	1	1	3
$49,000-49,999				1			2	1	2
48,000-48,999						1	3	1	3
47,000-47,999								1	
46,000-46,999									3
45,000-45,999								2	2
$44,000-44,999							1		1
43,000-43,999								1	4
42,000-42,999									2
41,000-41,999									2
40,000-40,999									3
$39,000-39,999									1
Less than $39,000									1
N	73	35	31	24	73	38	24	22	30

Source: 1991-92 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries and are reported in Canadian dollars. Excluded from this table are faculty in master's departments due to the small number of departments responding to the survey. The distributions of salaries for Lecturers and Instructors also are not presented, given the small number of individuals in these ranks.

TABLE 24

Summary Statistics: 1991-92 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Rank and Years in Rank	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
FULL PROFESSOR:								
12 or more years in rank	93,331	79,042	84,566	97,323	102,134	92,305	11,295	73
6 - 11 years in rank	81,000	71,710	77,481	87,436	91,997	82,015	7,893	35
3 - 5 years in rank	75,000	64,943	70,029	79,943	83,996	75,665	10,068	31
Less than 3 years in rank	69,047	59,816	62,941	75,406	89,457	70,512	11,302	24
Not specified	71,385	59,488	65,977	72,467	76,793	69,000	7,235	18
All years	80,769	65,977	72,385	92,886	97,799	82,258	13,615	181
ASSOCIATE PROFESSOR:								
6 or more years in rank	68,157	59,816	65,763	74,689	81,714	69,858	8,580	73
3 - 5 years in rank	60,738	53,588	56,350	65,158	68,500	60,534	5,617	38
Less than 3 years in rank	57,190	48,881	50,000	60,861	66,105	56,453	6,691	24
Not specified	64,355	57,324	60,569	67,059	68,140	63,724	4,599	12
All years	65,400	53,588	59,000	68,698	77,623	64,758	9,056	147
ASSISTANT PROFESSOR:								
3 or more years in rank	53,016	45,492	49,785	56,754	62,863	53,621	5,989	22
Less than 3 years in rank	45,819	40,218	42,006	49,059	51,166	45,678	4,853	30
Not specified	57,469	44,304	49,031	63,602	64,206	55,972	7,829	10
All years	49,422	41,007	44,542	54,080	61,051	50,157	7,234	62

Source: 1991-92 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 11-12-month salaries and are reported in Canadian dollars.

TABLE 25

1991-92 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
CANADIAN DOCTORAL DEPARTMENTS (13 departments)						
35 years or more						5
30-34 years	93,331	84,230	98,785	93,237	16,667	21
25-29 years	85,070	77,205	94,033	85,378	12,144	9
20-24 years	76,870	70,003	84,498	77,614	10,312	80
17-19 years	67,942	63,661	75,712	69,302	9,241	46
14-16 years	67,580	62,941	71,385	68,165	6,408	31
11-13 years	62,251	58,032	68,744	63,680	8,226	33
8-10 years	59,816	53,711	63,286	58,623	6,800	41
6-7 years	53,923	48,881	58,000	54,095	5,179	18
4-5 years	53,262	48,949	57,324	52,808	5,881	18
2-3 years	48,000	43,233	50,000	47,300	5,367	19
0-1 year	43,053	40,436	47,847	44,851	7,911	13

Source: 1991-92 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments or educational psychology departments). All salaries are 11-12-month salaries and are reported in Canadian dollars. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided.

OTHER SALARIES AND BENEFITS FOR SPECIFIC FACULTY POSITIONS IN U.S. AND CANADIAN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Table 26. 1991-92 Starting Salaries and Expected 1992-93 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology

Table 27. 1991-92 Salaries and Benefits for Department Chairs in U.S. and Canadian Graduate Departments of Psychology

Table 28. Determinants of Salary Raises for Faculty in U.S. and Canadian Graduate Departments of Psychology

Table 29. Salary Raises for Faculty in U.S. Graduate Departments of Psychology by Region

Table 30. 1991-92 Salaries for Full-time Faculty in U.S. Graduate Departments of Psychology by Gender, Rank and Years in Rank

TABLE 26

1991-92 Starting Salaries and Expected 1992-93 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology

Starting salary	U.S. Graduate Departments of Psychology[a]						Canadian Doctoral Departments[b]
	Doctoral			Master's			
	Public	Private	All	Public	Private	All	
Average starting salary in 1991-92 for a new faculty member who was a new doctorate:							
Median salary:	$33,000	$35,000	$33,000	$31,813	*	$31,813	*
Q1:	$31,000	$31,976	$31,250	$28,660	*	$28,532	*
Q3:	$35,000	$37,875	$36,000	$33,600	*	$33,450	*
Mean:	$33,024	$34,520	$33,393	$31,235	*	$31,014	*
S.D.:	3,558	4,121	3,738	3,172	*	3,192	*
N:	67	22	89	32	4	36	6
Comparison with 1990-91 starting salaries:							
Mean in 1990-91:	$31,940	$32,179	$31,999	$29,751	$29,652	$29,728	*
Mean in 1991-92:	$33,024	$34,520	$33,393	$31,235	*	$31,014	*
Percentage change in monetary salary:	+3.4%	+7.3%	+4.4%	+5.0%	*	+4.3%	*
Percentage change in real terms:	0.0%	+3.9%	+1.0%	+1.6%	*	+0.9%	*
Expected salary offered to a new doctorate in 1992-93:							
Median salary:	$33,000	$33,000	$33,000	$30,000	$29,750	$30,000	$40,000
Q1:	$31,000	$30,000	$31,000	$28,500	$27,625	$28,000	$38,053
Q3:	$35,000	$36,000	$35,000	$32,970	$32,562	$32,750	$44,000
Mean:	$33,317	$33,119	$33,256	$30,577	$30,053	$30,441	$40,939
S.D.:	3,165	4,329	3,558	3,009	3,188	3,052	3,902
N:	170	76	246	91	32	123	13
Expected salary offered to newly hired faculty with two years of postdoctoral experience in 1992-93:							
Median salary:	$35,000	$36,000	$35,992	$32,000	$32,000	$32,000	$43,744
Q1:	$33,000	$33,974	$33,000	$30,000	$29,625	$30,000	$40,979
Q3:	$38,000	$39,000	$38,000	$34,824	$34,000	$34,764	$47,000
Mean:	$35,537	$35,757	$35,609	$32,341	$31,799	$32,200	$44,150
S.D.:	3,474	4,504	3,834	3,530	3,178	3,437	5,059
N:	158	77	235	91	32	123	14

Source: 1990-91 and 1991-92 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. For the period of September 1990 to September 1991, the percentage change was 3.4% for the United States.

[a] Reported are 9-10-month salaries.

[b] Reported are 11-12-month salaries in Canadian dollars.

*There was an insufficient number of respondents for analysis.

TABLE 27

1991-92 Salaries and Benefits for Department Chairs
in U.S. and Canadian Graduate Departments of Psychology

Salary or Benefit	U.S. Departments[a]						Canadian Doctoral Departments[b]
	Doctoral			Master's			
	Public	Private	All	Public	Private	All	
Salary of the department chair:							
Median:	$60,157	$58,300	$58,896	$49,265	$45,000	$48,598	$76,392
Q1:	$53,105	$48,813	$52,906	$44,990	$40,000	$42,574	$69,080
Q3:	$69,670	$71,546	$70,000	$53,259	$51,615	$53,053	$93,702
Mean:	$62,908	$61,198	$62,361	$49,377	$46,741	$48,689	$79,672
SD:	15,009	16,185	15,384	6,390	9,830	7,493	12,725
N:	174	82	256	99	35	134	11
Comparison with 1990-91 chair salaries:							
Mean in 1990-91:	$61,531	$59,193	$60,386	$47,689	$47,257	$47,571	$76,864
Mean in 1991-92:	$62,908	$61,198	$62,361	$49,377	$46,741	$48,689	$79,672
Percentage change in monetary salary:	+2.2%	+5.2%	+3.3%	+3.5%	-1.1%	+2.4%	+3.7%
Percentage change in real terms:	-1.2%	+1.8%	-0.1%	+0.1%	-4.5%	-1.0%	-1.7%
Benefits received by department chair:[c]							
Assistant chair position (%):	39	26	35	20	11	18	73
Tenured assistant chair (%):	29	15	25	14	3	11	9
Extra secretarial support (%):	71	57	67	47	34	43	73
Extra graduate assistants (%):	19	20	19	14	17	15	9
Summer salary (%):	56	29	47	44	31	41	na
Other stipend (%):	40	38	40	38	31	37	82
Reduced teaching load (%):	87	82	86	95	80	91	91
Other (e.g., administrative support staff) (%):	10	7	9	4	0	3	9

Source: 1990-91 and 1991-92 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. For the period of September 1990 to September 1991, the percentage change was 3.4% for the United States and 5.4% for Canada.

[a] Reported are 9-10-month salaries.

[b] Reported are 11-12-month salaries in Canadian dollars. Statistics are only reported for chairs of Canadian doctoral departments, given that the number of master's departments that responded was too small for analysis.

[c] Included are those departments that provided information on the salaries for department chairs. Percentages do not sum to 100%, given that individuals may receive one or more of these types of support.

na = Not applicable due to the fact that Canadian salaries are for 11-12-months.

TABLE 28

Determinants of Salary Raises for Faculty in U.S. and Canadian Graduate Departments of Psychology

Determinant of salary raise	U.S. Departments: Doctoral Public (N=181) %	Doctoral Private (N=89) %	Doctoral All (N=270) %	Master's Public (N=101) %	Master's Private (N=36) %	Master's All (N=137) %	All U.S. Departments (N=407) %	All Canadian Departments (N=16) %
Faculty salary raises for 1990-91:[a]								
No salary raises given	28	8	21	24	11	20	21	0
Salary raises awarded to all faculty	61	79	67	64	86	71	68	100
Salary raises awarded to only some faculty members	12	14	12	12	3	10	11	0
(For those departments reporting salary raises) Determinants of raises:[b]								
Merit increase	52	66	57	45	67	50	55	57
Cost of living adjustment	33	37	34	34	72	44	37	43
Contract negotiations with a union or faculty association	18	6	14	28	0	20	16	86
Adjustment for equity within department	3	1	3	1	8	3	3	0
Adjustment to "catch up" with peer institutions	2	3	3	1	0	<1	2	0
Other	4	0	3	1	0	<1	2	6

Source: 1991-92 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. Information on salary raises pertains to those increases that were effective in 1991-92.

[a] Percentages are column percentages and may not sum to 100% due to rounding.

[b] Respondents were given the option of indicating all determinants of raises, and many indicated more than one. Therefore, these column percentages total to more than 100%.

TABLE 29

Salary Raises for Faculty in U.S. Graduate Departments of Psychology, by Geographic Region

Faculty salary raises given	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific
	%	%	%	%	%	%	%	%	%
Doctoral departments									
Public									
All faculty	43	71	81	48	32	36	79	76	64
Some faculty	14	14	9	10	21	7	21	6	0
No raises	43	14	9	43	46	57	0	18	36
Private									
All faculty	71	81	67	100	77	50	67	100	100
Some faculty	0	10	33	0	23	25	33	0	0
No raises	29	10	0	0	0	25	0	0	0
Master's departments									
Public									
All faculty	60	77	75	70	30	57	91	71	69
Some faculty	0	0	17	10	20	14	9	14	13
No raises	40	23	8	20	50	29	0	14	19
Private									
All faculty	100	88	100	100	86	0	67	0	100
Some faculty	0	0	0	0	0	50	0	0	0
No raises	0	13	0	0	14	50	33	0	0

Source: 1991-92 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. Information on salary raises pertains to those increases that were effective in 1991-92. Percentages are column percentages and may not sum to 100% due to rounding.

TABLE 30

1991-92 Salaries for Full-Time Faculty in U.S. Doctoral and Master's Departments of Psychology by Gender, Rank and Years in Rank

	Full Professor				Associate Professor			Assistant Prof.	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years
Doctoral Departments									
MEN									
Median	62,451	57,500	56,000	52,384	43,600	43,492	41,035	35,933	35,000
Q1	53,757	50,817	49,500	47,226	38,320	40,300	38,061	33,072	32,393
Q3	74,230	66,400	63,300	59,671	48,824	47,826	45,520	40,000	37,826
Mean	64,967	59,678	57,810	54,901	44,204	44,343	42,196	36,552	35,354
SD	16,165	12,652	12,600	12,950	7,687	6,234	6,665	4,922	3,970
N	1164	511	233	227	495	174	248	245	321
WOMEN									
Median	63,700	57,930	56,230	52,500	44,934	43,000	40,596	36,750	34,000
Q1	55,250	51,569	50,337	46,266	40,000	38,425	37,860	33,233	31,838
Q3	75,786	64,885	61,046	59,656	50,496	46,904	45,000	38,910	36,850
Mean	65,258	58,029	56,618	54,484	45,796	43,465	41,244	36,593	34,338
SD	14,531	10,585	8,979	11,738	8,003	7,097	6,026	4,826	3,619
N	85	102	77	119	154	107	165	215	309
Master's Departments									
MEN									
Median	54,440	49,933	46,023	42,238	41,099	38,500	36,110	33,000	31,446
Q1	48,463	44,016	41,765	39,233	37,272	34,277	33,000	30,000	29,000
Q3	60,960	58,176	53,200	48,100	45,800	42,209	40,175	37,162	33,945
Mean	54,515	50,844	47,965	43,874	41,838	39,057	37,046	33,757	31,722
SD	7,514	8,298	7,814	6,632	5,924	6,058	5,847	4,779	4,349
N	257	170	77	78	138	53	75	63	121
WOMEN									
Median	57,475	55,000	49,865	44,715	39,801	38,250	35,963	32,529	31,463
Q1	49,865	47,335	41,880	39,715	35,893	34,749	32,884	30,030	29,320
Q3	60,960	60,960	56,797	51,517	44,356	43,893	41,512	34,954	34,000
Mean	55,306	53,885	48,898	46,022	40,367	39,609	36,704	33,234	31,839
SD	6,982	7,398	9,081	8,169	5,059	5,730	4,870	4,655	3,545
N	34	39	17	24	44	32	49	48	143

Source: 1991-92 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis. Not included are 3 faculty whose gender was not reported.

APPENDIX A

Table A. Response Rates for Selected Subgroups: 1991-92 Survey of Graduate Departments of Psychology

TABLE A

Response Rates for Selected Subgroups:

1991-92 Survey of Faculty Salaries in Graduate Departments of Psychology

	U.S. Departments						Canadian Departments	
	Doctoral			Master's				
	Public (N=239) %	Private (N=136) %	Total (N=375) %	Public (N=155) %	Private (N=77) %	Total (N=232) %	Doctoral (N=29) %	Master's (N=6) %
Total	76	66	72	65	47	59	48	33
Region								
New England	78	67	70	62	25	40	na	na
Middle Atlantic	68	55	61	62	38	50	na	na
East North Central	72	65	70	63	60	62	na	na
West North Central	78	67	77	77	50	70	na	na
South Atlantic	72	81	75	71	78	73	na	na
East South Central	74	100	78	64	100	69	na	na
West South Central	82	80	82	52	43	50	na	na
Mountain	81	80	81	64	*	64	na	na
Pacific	88	62	76	70	42	60	na	na
Type of department								
Psychology	86	81	84	69	52	64	46	33
Educational/Counseling/ School psychology	75	36	66	62	46	56	0	na
Human development	38	50	41	100	100	100	na	na
Professional	75	66	67	na	100	100	na	na
Other	21	36	28	0	10	6	100	na

Note. These response rates are for those departments providing sufficient salary information to be included in either the analyses of faculty salaries or the analyses of salaries for chairs and other administrative positions within the department. The category "Educational/Counseling/School Psychology" includes departments of educational psychology, counseling psychology, school psychology, and other similar units. The "Other" category is a heterogeneous group of departments, including programs in industrial-organizational psychology and rehabilitation.

na = Not applicable.

APPENDIX B

STATES COMPRISING GEOGRAPHIC REGIONS IN THE UNITED STATES

APPENDIX B
States Comprising Geographic Regions in the United States

NEW ENGLAND:	Connecticut
	Maine
	Massachusetts
	New Hampshire
	Rhode Island
	Vermont
MIDDLE ATLANTIC:	New Jersey
	New York
	Pennsylvania
EAST NORTH CENTRAL:	Illinois
	Indiana
	Michigan
	Ohio
	Wisconsin
WEST NORTH CENTRAL:	Iowa
	Kansas
	Minnesota
	Missouri
	Nebraska
	North Dakota
	South Dakota
SOUTH ATLANTIC:	Delaware
	District of Columbia
	Florida
	Georgia
	Maryland
	North Carolina
	South Carolina
	Virginia
	West Virginia
EAST SOUTH CENTRAL:	Alabama
	Kentucky
	Mississippi
	Tennessee
WEST SOUTH CENTRAL:	Arkansas
	Louisiana
	Oklahoma
	Texas

MOUNTAIN:	Arizona
	Colorado
	Idaho
	Montana
	Nevada
	New Mexico
	Utah
	Wyoming
PACIFIC:	Alaska
	California
	Hawaii
	Oregon
	Washington

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